

UNIVERSITY GRANTS COMMISSION NOTIFICATION

New Delhi, the ...2025

Draft UGC (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2025

No. F.1-2/2017(EC/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the “UGC regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2018” (Regulation No.F.1-2/2017(EC/PS) dated 18th July 2018) together with all amendments made therein from time to time, the University Grants Commission, hereby, frames the following regulations, namely:-

1.0 Short title, application and commencement:

1.1 These regulations may be called the UGC (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education Institutions) Regulations, 2025.

1.2 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act, or State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.

1.3 These shall come into force from the date of notification. However, the date of implementation of the revision of pay shall be 1st January 2016.

1.4 These regulations specify the minimum qualifications, experience, and accomplishments for appointment and promotion of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Additional Librarian, Librarian, Assistant Director of Physical Education & Sports, Deputy Director of Physical Education & Sports, Additional Director of Physical Education & Sports and Director of Physical Education & Sports; and appointment of Principal and Vice-Chancellor in higher education institutions (HEIs).

1.5 For the purposes of direct recruitment and promotion in teaching posts in disciplines relating to affiliated colleges and university education, inter alia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, teacher education, physiotherapy, occupational therapy, standards laid down by authorities

established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail. For disciplines relating to Engineering/Technology and management education in universities, these regulations shall apply.

Provided that where any regulatory authority has laid down no such norms and standards in disciplines offered by affiliated colleges, UGC regulations herein shall be applicable till the concerned regulatory authority prescribes any norms or standards.

1.6 All HEIs shall, as soon as possible, but not later than six months of the coming into force of these regulations, **take effective steps to amend their statutes, ordinances, or other statutory provisions governing it to bring the same in accordance with these regulations.**

1.7 The overall selection procedure for direct recruitment and promotion under CAS shall incorporate a transparent and objective methodology of analysis of the merits and the credential of the application to make the system more credible; universities/colleges may assess the ability for teaching and/or research aptitude through a seminar or a lecture.

2.0 Definitions. —In these regulations, unless the context otherwise requires, -

i. “Act” means the University Grants Commission Act, 1956 (3 of 1956);

ii. “Career Advancement Scheme” (CAS) means a scheme for granting personal promotion to individuals from one academic level to a higher academic level holding a substantive sanctioned post in a higher education institution;

iii. “College” means any institution, whether known as such or by any other name, which provides for a course of study for obtaining any qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such course of study and present students undergoing such course of study for the examination for the award of such qualification;

iv. “Commission” means the University Grants Commission established under the University Grants Commission Act, 1956 (3 of 1956);

v. “Constituent college” means a college

operating under the administrative, academic, and financial control of a university;

vi. "Credit" means the number of hours of instruction required per week over a semester as defined in the National Credit Framework (NCrF)

vii. "Degree" means a degree specified under sub-section (3) of section 22 of the Act;

viii. "External Subject Expert" means a renowned expert not below the academic level 14 in the subject who is not an employee or retiree from the Higher Educational Institution where the recruitment/promotion takes place;

ix. "Grade" means a numerical weight allotted to each letter grade on a 10-point scale;

x. "Higher Education Institution" (HEI) means a university established or incorporated by or under a Central Act, Provincial Act, or State Act as referred to under clause (f) of section 2 of the Act, institution or college recognized by or affiliated to such university and an institution deemed to be a university under section 3 of the Act which is offering programmes through conventional mode or online or open and distance learning mode, in the area of higher education or research therein;

xi. "Indian languages" means languages included in the 8th schedule of the Indian Constitution.

xii. "NET" means National Eligibility Test (NET) conducted to determine the eligibility for the post of Assistant Professor in Indian HEIs;

xiii. **"Ordinance" means a law or rule made by an authority;**

xiv. "Orientation Course" means a course to create awareness among young faculty members about the profession and their institution;

xv. "Peer review" means evaluation of scientific, academic, or professional work by experts in the same field;

xvi. "Programme" means a higher education programme pursued for a degree specified by the Commission under sub-section (3) of section 22 of the Act;

xvii. "Promotion" means the movement of an employee from a lower academic level to a higher academic level;

xviii. "Qualification" means a certificate, diploma, or degree awarded by a recognized HEI on successful completion of a particular higher education programme after due assessment and evaluation;

xix. "Quorum" means the minimum number of members of a body that is required to be present at a given meeting;

xx. Relevant / Allied subject means a subject that may be related to the main subject under consideration, either as a single discipline or, multidiscipline, or inter-discipline;

xxi. "Recruitment" means an overall process of identifying, screening, shortlisting, and interacting with candidates for positions in a HEI;

xxii. "Refresher Course" means a course that reviews and updates a topic to keep the faculty members abreast of developments in the subject;

xxiii. "SET or SLET" means State Eligibility Test (SET) or State Level Eligibility Test (SLET) conducted at the State level to determine the eligibility for the post of Assistant Professor in HEIs of that particular State;

xxiv. "Selection Committee" means a committee entrusted with the responsibility of selecting

candidates for a specific position or role in the HEIs;

xxv. "Supervisor" means a teacher/researcher recognized by HEIs to supervise the Ph.D. scholar for his/her research;

xxvi. "Teacher" means professors, associate professors, assistant professors, and such other academic staff as may be appointed for imparting instructions or conducting research including the adjunct faculty or professor of practice or visiting faculty;

xxvii. The words and expressions used in these regulations and not defined but defined in the Act shall have the same meanings respectively assigned to them;

3.0 General Conditions: Recruitment and Promotion

3.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the HEIs shall be based on merit through an all-India advertisement, followed by selection by a duly constituted Selection Committee as per the provisions made under these regulations.

3.2 If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in Ph.D, the discipline/subject in which a candidate obtained Ph.D. shall be considered eligible for appointment as Assistant Professor, Associate Professor or Professor in that discipline/subject.

3.3 If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in NET/SET, the discipline/subject in which a candidate qualified NET/SET shall be considered eligible for appointment as Assistant Professor in that discipline/subject.

3.4 A relaxation of 5% marks shall be allowed at the undergraduate (NCrF level 5.5/6) or at the postgraduate (NCrF level 6.5/7) level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/EWS/Persons with Disabilities category.

3.5 One or more qualifications (Class 12/ equivalent, UG, PG & Ph.D.) in Indian language medium may be encouraged.

3.6 Publication of book chapters and books in Indian languages may be encouraged.

3.7 A relaxation of 5% marks shall be provided to the Ph.D. Degree holders who have obtained their postgraduate Degree before 19th September 1991.

3.8 Notable contributions to be considered by the selection committee for recruitment and promotion of university & college teachers are: (1) Innovative Teaching Contribution; (2) Research or Teaching Lab Development; (3) Consultancy / Sponsored Research funding as a Principal Investigator or Co-Principal Investigator; (4) Teaching contributions in Indian languages; (5) Teaching-Learning and Research in Indian Knowledge System; (6) Student Internship / Project Supervision; (7) Digital Content Creation for MOOCs; (8) Community Engagement and Service; (9) Startup, as per the intellectual property policies of the HEI, registered with the Registrar of Companies (ROC) as a founding promoter, successfully raising funding through government, angel or venture funds to support the startup.

3.9 Notable contributions to be considered by the selection committee for recruitment and promotion

of academic staff (Librarian cadre) are: (1) Innovative Information Service Designed and/or Implemented; (2) User Interaction Activities Designed or involved in; (3) Leveraging Webbased Resources for Library users; (4) Managing users and Resources in a Consortium; (5) Digital Content Creation for MOOCs; (6) Digital Library Management; (7) Services for persons with disabilities; (8) Implementation and Management of Multilingual Collections (Physical and Electronic) and Services; (9) Innovative and Sustainable Green Library Spaces and Activities.

3.10 Notable contributions to be considered by the selection committee for recruitment and promotion of academic staff (Director, Physical Education and Sports cadre) are: (1) Contribution to the inclusion of persons with disabilities in sports / physical activities; (2) Building partnerships with local schools, Sports Club and Community Organizations to promote sports and Physical Activity; (3) Developing Specialized Training Programmes to help Student-Athletes reach their full potential; (4) Organizing Health and Fitness Workshop, Seminars and Wellness Campaigns; (5) Mentoring Students interested in Pursuing Career in Sports, Fitness and related Fields; (6) Developing Strategies to Enhance Performance of teams/ athletes for intercollege/inter-university/State/National level competitions; (7) Promotion of Indigenous Indian Games; (8) Digital Content Creation for MOOCs; (9) Organizing competitions and conducting coaching camps for students in a university or college of at least two weeks duration.

3.11 The research publications should be in peer-reviewed journals, and the book chapter or book must be published by a recognized academic or professional publisher with a reputation for rigorous peer review and quality editing. Self-published book chapters or books will not be considered. The selection committee shall decide whether the research publications are in a peer-reviewed journal, whether the publication of a book/book chapter is by a reputed publisher, and whether the contributions are notable, based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these regulations.

3.12 The Ph.D. Degree shall be a mandatory qualification for promotion to Assistant Professor (Academic Level 12), Associate Professor (Academic Level 13A) and Professor (Academic Level 14) in universities and colleges.

3.13 The time candidates take to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further, the period of active service spent on pursuing a research degree simultaneously with teaching assignments without taking any kind of leave shall be counted as experience for direct recruitment/ promotion. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave to pursue Ph.D. degrees

3.14 No person shall be appointed to the post of University and College teacher, Librarian, or Director of Physical Education and Sports in any university or in any of the colleges or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in these regulations.

3.15 A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of

the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories. The teacher, so nominated for this purpose in the selection committee, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

3.16 The candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / By-laws / regulations of the Institution awarding the degree, and such Ph.D. Candidates shall be exempted from the NET/SLET/SET requirement for recruitment and appointment of Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports in a University / College.

3.17 For colleges coming under the purview of State Governments/Union Territories, direct recruitment to the post of Assistant Professor, Associate Professor, and Professor shall be either as per these regulations or as per the rules of the State Government by following the minimum qualifications as given in these regulations.

4.0 Direct Recruitment

4.1 Minimum Qualifications, Experience, and Accomplishments (For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc. in Universities and Colleges)

4.1. I. Assistant Professor (Academic Level 10):

(i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

or

A PG degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC, CSIR, ICAR etc. or a similar test like SLET/SET

or

A PG degree (NCrF Level 7; e.g. M.E., M. Tech.) with at least 55% marks (or an equivalent grade).

Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama etc.

At least a UG degree (NCrF Level 5.5/6) with five years of professional experience and fulfilling the following criteria:

(i) Commendable professional achievement at the State or National level through authenticated proof; and

(ii) Adequate knowledge of theory and ability to teach with logical reasoning and illustrations in the discipline.

Note: Fulfillment of the above two criteria shall be determined by the selection committee based on the recommendation of the three external subject experts of the selection committee constituted in accordance with these regulations.

4.1. II. Associate Professor: (Academic Level

13A):

For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc.

(i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5/7) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

(ii) A minimum of eight years teaching and/or research experience in a University/College or a minimum of eight years experience in teaching and/or research in a position equivalent to that of an Assistant Professor/Associate Professor in a research institution or any other Indian or foreign institutions of comparable standards. The research experience shall be counted as per the clause 3.13.

(iii) A minimum of eight research publications in peer-reviewed journals or publication of eight book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or eight granted patents. A combination of research publications, book chapters and granted patents totalling eight can be considered.

(iv) Notable contributions in at least four areas out of the nine given at 3.8.

Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.

At least a UG degree (NCrF Level 5.5/6), with ten years of professional experience and fulfilling the following criteria:

(i) Commendable professional achievement at the State or National level through authenticated proof; and

(ii) Adequate knowledge of theory and ability to teach with logical reasoning and illustrations in the discipline.

Note: Fulfillment of the above two criteria shall be determined by the selection committee based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these regulations.

4.1. III. Professor: (Academic Level 14):

For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc.

(i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5/7) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).

(ii) A minimum of ten years of teaching and/or research experience at the level of Assistant Professor/Associate Professor in a University / College / Indian or Foreign Research Institutions of comparable standards, of which at least three years should be at the level of an Associate Professor or equivalent. The research experience shall be counted as per the clause 3.13.

(iii) A minimum of ten research publications in peer-reviewed journals or publication of ten book chapters or publication of four books as an author or eight books as a co-author by a reputed publisher or ten granted patents. A combination of research publications, books, book chapters and granted patents totalling ten, can be considered.

(iv) As a sole supervisor, one doctoral candidate was awarded a Ph.D. degree, or as a co-supervisor, two doctoral candidates were awarded Ph.D. degrees.

(v) Notable contributions in at least four areas out of the nine given at 3.8.

Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama etc.

At least a UG degree (NCrF Level 5.5/6) holder with fifteen years of professional experience and fulfilling the following criteria:

(i) Commendable professional achievement at the National or International level through authenticated proof; and

(ii) Adequate knowledge of theory and ability to teach with logical reasoning and illustrations in the discipline.

Note: Fulfillment of the above two criteria shall be determined by the selection committee based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these regulations.

4.1. IV. Assistant Librarian (Academic Level 10) in Universities and Colleges

(i) A UG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 8).

Or

A PG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC or a similar test like SLET/SET in Library Science, Information Science or a relevant/allied discipline.

4.1. V. Deputy Librarian (Academic Level 13 A) in universities

i. A UG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 8).

ii. A minimum of eight years experience as an Assistant Librarian in a University / College.

iii. Notable contributions in at least four areas out of the nine given at 3.9

4.1. VI. Librarian (Academic Level 14) in universities

i. A UG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks

(or an equivalent grade) and a Ph.D. Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 8).

ii. A minimum of ten years of experience at the level of Assistant Librarian/Deputy Librarian/ Additional Librarian in a University / College / Indian or Foreign Research Institution of comparable standards, of which at least three years should be at the level of a Deputy Librarian/ Additional Librarian.

iii. Notable contributions in at least four areas out of the nine given at 3.9.

4.1. VII. Assistant Director in Physical Education and Sports (Academic Level 10) in Universities and Colleges

Eligibility (A or B) :

A.

i. A UG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 8).

or

A PG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC or a similar test like SLET/SET in Physical Education and Sports or Sports Science or a relevant/allied discipline.

ii. Passed the physical fitness test conducted in accordance with these regulations.

Or

B. A medal winner in the Asian Games / Commonwealth Games / Asia Cup / Asian Para Games / Para Sports at the Commonwealth Games who has an undergraduate degree (NCrF level 5.5/6) in any discipline. In the case of Bharatiya sports, the medal winner in that sport at the national level shall be considered equivalent.

4.1. VIII. Deputy Director in Physical Education and Sports (Academic Level 13 A) in Universities

Eligibility (A or B) :

A.

i. A UG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or PG Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 8).

ii. A minimum of eight years experience as an Assistant Director of Physical Education and Sports in a HEI.

iii. Notable contributions in at least four areas out of the nine given at 3.10.

iv. Passed the physical fitness test in accordance with these regulations.

Or

B. A participant in the Olympic Games / World Cup/ World Championship / Paralympics who has at least a UG degree (NCrF Level 5.5/6) in any discipline.

4.1. IX. Director of Physical Education and Sports (Academic Level 14) in universities

Eligibility (A or B) :

A.

i. A UG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or PG Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 8).

ii. A minimum of ten years experience at the level of Assistant Director/ Deputy Director/ Additional Director of Physical Education and Sports in a University / College/Indian or Foreign Research Institution of comparable standards, of which at least three years should be at the level of a Deputy Director/Additional Director.

iii. Notable contributions in at least four areas out of the nine given at 3.10

iv. Passed the physical fitness test in accordance with these regulations.

or

B. A medal winner in the Olympic Games / World Cup / World Championship / Paralympics with at least a UG degree (NCrF Level 5.5/6) in any discipline.

4.1. X. Physical Fitness Test Norms for the Selection of Assistant Director/ Deputy Director/ Director of Physical Education and Sports

(a) Subject to the provisions of these regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

(b) Persons with disabilities are exempted from physical fitness tests.

(c) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN-WALK TEST			
Up to 30 Years	Up to 40 Years	Up to 45 Years	Above 45 Years
1800 meters	1500 meters	1200 meters	800 meters
NORMS FOR WOMEN			
8 MINUTES RUN-WALK TEST			
Up to 30 Years	Up to 40 Years	Up to 45 Years	Above 45 Years
1000 meters	800 meters	600 meters	400 Meters

4.2. Composition of Selection Committees (For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc. in Universities and Colleges)

4.2. I. Selection Committee Composition for

Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (Academic Level 10), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Librarian and Director of Physical Education and Sports (Academic Level 14) in the Universities shall be the following:

(i) The Vice-Chancellor shall be the Chairperson of the Selection Committee.

(ii) A teacher (not a member of either the academic or the administrative bodies of the University or its affiliated colleges) not below the rank of Professor to be nominated by the Visitor/Chancellor/ Equivalent Authority, wherever applicable.

(iii) Three external subject experts nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory bodies of the university.

(iv) Dean of the Faculty, wherever applicable.

(v) Head/Chairperson of the Department/School.

Note: (1) Five members, including at least two external subject experts, shall constitute the quorum, (2) A teacher representing SC/ST/OBC/Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories. (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

4.2. II. Selection Committee Composition for Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (Academic Level 10), Associate Professor (Academic Level 13 A) and Professor (Academic Level 14) in the colleges shall be the following:

(i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.

(ii) The Principal of the College.

(iii) Head of the Department.

(iv) Three external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names approved by the relevant statutory bodies of the affiliating university and recommended by the Vice-Chancellor.

Note: (1) Five members, including at least two external subject experts, shall constitute the quorum,

(2) A teacher representing SC/ST/OBC/Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

(3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

(4) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher. A

copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

5.0. Career Advancement Scheme (CAS)

5.1. General Conditions:

Faculty members selected through direct recruitment in HEIs may be eligible for promotion under the Career Advancement Scheme as per the provisions given in these regulations.

1. To avail of promotion under the CAS, the applicant should be an employee of the HEI on the date of consideration by the Selection Committee.

2. For the purpose of assessment, all periods spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, and Deputation, shall be counted subject to the condition that such leave/deputation is undertaken with the prior approval of the competent authority following the due procedure prescribed under applicable UGC guidelines/regulations and / or government norms.

3. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, the said post shall revert back to its original cadre on his/her superannuation.

4. If a candidate fulfills the minimum eligibility criteria for promotion, he/she may submit an application to the university at any time during the year.

5. The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of promotion as prescribed in these regulations. The rules and regulations of the respective Central/State Government shall apply for all other matters of seniority.

6. Granting of Academic Level 15 to Professors at Academic Level 14: Granting of Academic Level 15 to Professors at Academic Level 14 should be limited to 10% of professors positions at Academic Level 14. The seniority level is strictly assigned by the date of promotion to professor (Academic level 14) rather than the date of granting of professor (Academic level 15).

5.2. Minimum Qualifications, Experience, and Accomplishments (For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc.)

5.2. I. Eligibility Criteria for Assistant Professor (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor (Academic Level 13 A), and Professor (Academic Level 14 and Academic Level 15) in universities.

5.2. II. Assistant Professor (Academic Level 10 to Academic Level 11)

Eligibility:

(a) An Assistant Professor who has completed (a) four years of service with a Ph.D. degree (NCrF - Level 8) or (b) five years of service with a M.Phil. or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5), and satisfies the following conditions:

i. Attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or

Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).

ii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

iii. Contributions such as one research publication in peerreviewed journals or publication of a book chapter or publication of a book as an author or two books as a co-author by a reputed publisher or one granted patents, during the assessment period.

5.2. III. Assistant Professor (Academic Level 11 to Academic Level 12)

Eligibility:

i. An Assistant Professor who has completed five years of service in Academic Level 11.

ii. A Ph.D. Degree in the relevant/allied discipline.

iii. Completed any of the following: one Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

v. Contributions such as three research publications in peerreviewed journals or publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during the assessment period.

Note: A combination of research publications, book chapters and granted patents totalling three can also be considered.

5.2. IV. Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

i. An Assistant Professor who has completed three years of service in Academic Level 12.

ii. A Ph.D. Degree in the relevant/allied discipline.

iii. Completed any of the following: a Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).

iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

v. Contributions such as three research publications in peerreviewed journals or, publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during the assessment period.

Note: A combination of research publications, book chapters and granted patents totalling three can also be considered.

vi. As a sole supervisor, at least one doctoral candidate registered for a Ph.D. degree, or as a co-supervisor, two doctoral candidates registered for Ph.D. degrees.

5.2. V. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

i. An Associate Professor who has completed three years of service in Academic Level 13 A.

ii. A Ph.D. degree in the relevant/allied discipline.

iii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

iv. Contributions such as three research publications in peerreviewed journals or publication of three book chapters or publication of a book as an author or two books as a coauthor by a reputed publisher or three granted patents during the assessment period.

Note: A combination of research publications, book chapters and granted patents totalling three can also be considered.

v. As a sole supervisor at least one doctoral candidate awarded Ph.D. degree or as a co-supervisor, two doctoral candidates awarded Ph.D. degrees.

5.2. VI. Professor (Academic Level 14) to Professor (Academic Level 15)

Eligibility:

i. A Professor who has completed ten years of service in Academic Level 14 can be granted the Academic Level 15 on fulfillment of the following eligibility criteria:

ii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

iii. Contributions such as ten research publications in peerreviewed journals or publication of ten book chapters or publication of three books as an author or six books as a coauthor by a reputed publisher or ten granted patents.

iv. As a sole supervisor, at least five doctoral candidates were awarded Ph.D. degrees, or as a co-supervisor, ten doctoral candidates were awarded Ph.D. degrees.

v. Favorable reviews from three eminent subject experts, out of the panel of names approved by the relevant statutory bodies of the university, who are not below the rank of a Professor (Academic Level 15).

5.3. Eligibility Criteria for Assistant Professor (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor (Academic Level 13 A), and Professor (Academic Level 14) in colleges

5.3. I. Assistant Professor (Academic Level 10 to Academic Level 11)

Eligibility:

(a) An Assistant Professor who has completed (a) four years of service with a Ph.D. degree (NCrF - Level 8) or (b) five years of service with an M.Phil. or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5), and satisfies the following conditions:

i. Attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).

ii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

5.3 II. Assistant Professor (Academic Level 11 to Academic Level 12)

Eligibility:

- i. An Assistant Professor who has completed five years of service in Academic Level 11.
- ii. A Ph.D. Degree in the relevant/allied discipline.
- iii. Completed any of the following: one Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

5.3.III. Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A)**Eligibility:**

- i. An Assistant Professor who has completed three years of service in Academic Level 12.
- ii. A Ph.D. degree in the relevant/allied discipline.
- iii. Completed any of the following: A Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
- iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

5.3 IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**Eligibility:**

- i. An Associate Professor who has completed three years of service in Academic Level 13A.
- ii. A Ph.D. degree in the relevant/allied discipline.
- iii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.
- iv. A minimum of ten research publications in peer-reviewed journals out of which three research publications shall be published during the assessment period or a minimum of ten book chapters, out of which three book chapters shall be published during the assessment period or publication of four books out of which one shall be published during the assessment period or ten granted patents, out of which three shall be granted during the assessment period.

Note: A combination of research papers or book chapters or granted patents totalling ten of which three shall be a combination of research papers or book chapters or granted patents during the assessment period or Publication of four books as an author or eight books as a co-author by a reputed publisher out of which one book as an author or two books as a co-author shall be published during the assessment period.

5.4 Eligibility Criteria in University / College for Assistant Librarian (From Academic Level 10 to 11, Academic Level 11 to 12), Deputy Librarian (Academic Level 13 A), and Additional Librarian (Academic Level 14)**5.4 I. Assistant Librarian (Academic level 10 to Academic level 11):****Eligibility:**

An Assistant Librarian in a University / College who has completed (a) four years of service with a Ph.D. degree (NCrF - Level 8) or (b) five years of service with an M.Phil. or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5), and satisfies the following conditions:

i. Attended one Orientation course of 21 days duration and completed any one of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

ii. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

5.4.II. Assistant Librarian (Academic level 11 to Academic level 12):**Eligibility:**

i. Assistant Librarian in a University / College who has completed five years of service in Academic Level 11.

ii. Completed any of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

iii. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

5.4. III. Assistant Librarian (Academic Level 12) to Deputy Librarian (Academic Level 13A):

i. Assistant Librarian in a University / College who has completed three years of service in Academic Level 12.

ii. Completed any of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

iii. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

5.4 IV. Deputy Librarian (Academic Level 13A) to Additional Librarian (Academic Level 14):

i. Deputy Librarian in a University / College who has completed three years of service in Academic Level 13A.

ii. A Ph.D. Degree in the relevant/allied discipline.

iii. Completed any of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

iv. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

Note: The above provisions shall apply only to the persons in the librarian cadre employed in a library of a university or college.

5.5 Eligibility Criteria in University / College for Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Deputy Director of Physical Education and Sports (Academic Level 13 A), and Additional Director of Physical Education and Sports (Academic Level 14)**5.5. I. Assistant Director of Physical Education and Sports (Academic Level 10 to Academic Level 11)****Eligibility:**

a. Assistant Director of Physical Education and Sports in a University/ College who has completed (a) four years of service with a Ph.D. degree (NCrF -

Level 8) or (b) five years of service with an M.Phil. degree or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5) and satisfies the following conditions:

i. Attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or Research Methodology Course, or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

ii. Notable contributions in at least four areas out of the nine given at 3.10 during the assessment period.

5.5.II. Assistant Director of Physical Education and Sports (Academic Level 11 to Academic Level 12)

i. Assistant Director of Physical Education and Sports in a University / College who has completed five years of service in Academic Level 11.

ii. Completed any of the following: one Refresher Course or Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

iii. Notable contributions in at least four areas out of the nine given at 3.10 during the assessment period.

5.5.III. Assistant Director of Physical Education and Sports (Academic Level 12) to Deputy Director of Physical Education and Sports (Academic Level 13A)

i. Assistant Director of Physical Education and Sports in a University / College who has completed three years of service in Academic Level 12.

ii. Completed any of the following: a Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).

iii. Notable contributions in at least four areas out of the nine given at 3.10 during the assessment period.

5.5. IV. Deputy Director of Physical Education and Sports (Academic Level 13A) to Additional Director of Physical Education and Sports (Academic Level 14):

i. Deputy Director of Physical Education and Sports in a University / College who has completed three years of service in Academic Level 13 A.

ii. A Ph.D. in the relevant/allied discipline.

iii. Completed any of the following: a Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).

iv. Notable contributions in at least four areas out of the nine given at 3.10 during the assessment period.

Note: The above provisions shall apply only to the persons in the Physical Education and Sports cadre.

5.6 DATE OF ELIGIBILITY FOR PROMOTION:

1. When a candidate does not succeed in an assessment, he/she can be re-assessed only after one year from the date of the last assessment.

2. When a candidate succeeds in an assessment, his/her promotion shall be effected as detailed below:

3. If the assessment is between 1st January and 30th June of a year, promotion shall be granted from

1st July of the year.

4. If the assessment is between 1st July and 31st December of a year, promotion shall be granted from 1st January of the following year.

Note: (1) For all selection committees specified in these regulations, the Head of Department should be either in the same or higher rank/position than the rank/position for which the interview is to be held. (2) The selection of candidates to a higher position shall be based on the credentials and interaction with the selection committee. (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

5.7 Composition of the Selection Committee in Universities and Colleges

5.7. I. For Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Additional Librarian, Additional Director of Physical Education and Sports (Academic Level 14) and Professor (Academic Level 15) in the universities shall be the following:

(i) The Vice-Chancellor shall be the Chairperson of the Selection Committee.

(ii) A teacher not below the rank of Professor to be nominated by the Visitor/Chancellor/Equivalent Authority, wherever applicable.

(iii) Three external subject experts nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory bodies of the university.

(iv) Dean of the Faculty, wherever applicable.

(v) Head/Chairperson of the Department/School.

(vi) A teacher representing SC/ST/OBC/Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if none of the members of the selection committee belong to these categories.

Note: Five members, including at least two external subject experts, shall constitute the quorum.

5.7. II. For Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Additional Librarian and Additional Director of Physical Education and Sports (Academic Level 14) in the colleges shall be the following:

(i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.

(ii) The Principal of the College.

(iii) Head of the Department.

(iv) Three external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names approved by the relevant statutory bodies of the affiliating university and recommended by the Vice-Chancellor.

(v) A teacher representing SC/ST/OBC/ Minority / Women /Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

Note: Five members, including at least two external subject experts, shall constitute the quorum.

6.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service rendered in National or International HEIs or research organizations as a Post-Doctoral Fellow shall be counted for Assistant Professor, Associate Professor, Professor, and other academic staff, provided that:

(a) The essential qualifications of the post held were not lower than the qualifications prescribed in these regulations.

(b) The position held should be of an equivalent grade to the existing scale or of the pre-revised scale of pay.

(c) The position held should be in the regular mode and not in a guest or part-time mode.

(d) The previous full-time Ad-hoc or contractual service (by whatever nomenclature it may be called) shall be counted, provided that:

(i) In the case of Indian HEIs or research organizations, the incumbent was appointed on the recommendation of a duly constituted Selection Committee as per UGC regulations. In the case of international HEIs or research organizations, the incumbent was appointed as per the rules of the respective international HEIs or research organizations;

(ii) The incumbent was drawing total gross emoluments, as per the prescribed pay scale communicated by UGC, not less than the monthly gross emoluments of a regularly appointed Assistant Professor or Associate Professor or Professor as the case may be (Salary certificate should be supported by authenticated proof such as ITR in case of Indian HEIs or research organizations and through other authenticated proof for international HEIs or research organizations).

(e) No distinctions shall be made with reference to the nature of management of the institution where the previous service was rendered (private/public) while counting the past service under this clause.

7.0. Minimum Qualifications, Experience, Accomplishments, Tenure, Selection Committee and Selection Procedure for the appointment of Principal (for UG college - Academic level 13A and for PG college - Academic level 14):

7.1. Minimum Qualifications, Experience, and Accomplishments

- i. Ph.D. degree.
- ii. For PG colleges, a Professor/Associate Professor with a total experience of at least fifteen years of teaching/research in HEIs is essential. For

UG colleges, a Professor/Associate Professor with a total experience of at least ten years of teaching/research in HEIs is essential.

iii. A minimum of ten research publications in peer-reviewed journals or publication of ten book chapters or publication of four books as an author or eight books as a co-author by a reputed publisher or ten granted patents. A combination of research publications, book chapters, and granted patents totalling ten can also be considered.

Note: The research publications should be in peer-reviewed journals, and the book chapter or book must be published by a recognized academic or professional publisher with a reputation for rigorous peer review and quality editing. Self-published book chapters or books will not be considered. The selection committee shall decide whether the research publications are in a peer-reviewed journal, whether the publication of a book/book chapter is by a reputed publisher, and whether the contributions are notable, based on the recommendations of the three external experts of the selection committee constituted in accordance with these regulations.

7.2 Tenure

(i) A Principal shall be appointed for a period of five years, with eligibility for reappointment for one more term by following the procedure prescribed for selection of Principal. However, she/he can serve as a Principal for only two terms in the same college.

(ii) After completing his/her terms as Principal, the incumbent shall rejoin his/her parent organization with the designation of professor and in the professor grade, provided he/she fulfills the eligibility criteria for professor.

7.3 Selection Procedure and Selection Committee:

The Selection of the Principal shall be through an all India newspaper advertisement and by a duly constituted Selection Committee as per the provisions made under these regulations.

The Selection Committee for the post of Principal shall have the following composition:

(i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.

(ii) One member of the Governing Body or equivalent statutory body of the college to be nominated by the Chairperson who shall be an expert in academic administration.

(iii) Three external experts nominated by the Vice-Chancellor of the affiliating university, out of the panel of names approved by the relevant statutory bodies of the university.

Note: (1) Four members, including at least two external experts, shall constitute the quorum, (2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities, is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee do not belong to these categories (3) The recommendations of the Selection

Hence suitable modifications be done empowering the screening-cum-evaluation Committee to grant CAS for all levels in colleges.

(See Para 5.7 of AIFUCTO Letter 29.01.2025)

Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

8.0. Appointments on Contract Basis

The teachers may be appointed against the vacant sanctioned faculty positions on a contract basis for a maximum period of six months, only when it is essential. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed total emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made for more than one academic session and may be renewed after review for another academic session.

9.0. Professor of Practice:

HEIs may engage experts/professionals/practitioners from industries/other professions for teaching and research. The engagement of the Professor of Practice will be exclusive of the sanctioned posts. The number of Professors of Practice in a HEI, at any point in time, should not exceed 10% of the sanctioned posts in a HEI. The provisions given in the UGC Guidelines for engaging Professors of Practice in HEIs shall be applicable with regard to tenure, selection procedure, duties and responsibilities, etc.

10.0 Minimum Qualifications, Experience, Accomplishments, Selection Committee, and Selection Procedure for the Appointment of Vice-Chancellor in Universities.

10.1 Vice-Chancellor

i. A distinguished person possessing high academic qualifications and demonstrated administrative and leadership capabilities, strong alignment to constitutional values, strong social commitment, belief in teamwork, pluralism, ability to work with diverse people, with a flair for innovation and a global outlook in higher education, along with the overall vision of the institution and abilities to manage complex situations with a minimum of ten years of experience as (i) a Professor in an HEI or (ii) at a senior level in reputed research or academic administrative organizations or (iii) at a senior level in industry, public administration, public policy and/or public sector undertakings, with a proven track record of significant academic or scholarly contributions, shall be eligible to be appointed as Vice-Chancellor.

ii. The selection for the Vice-Chancellor post shall be through an all India newspaper advertisement and public notification. Applications can also be sought through nomination or a talent search process by a Search cum Selection Committee.

iii. The Chancellor/Visitor shall constitute the Search cum Selection Committee comprising three experts. The members of such Search-cum-Selection Committee shall be eminent persons with a proven track record of excellence (either Directors/ Vice Chancellors or former Directors/Vice Chancellors of HEIs) and shall not be connected in any manner with the University concerned or its colleges. If the Vice-Chancellor or any member of the EC/Syndicate/ BoM/Equivalent body is an applicant for the Vice-Chancellor's post, they have to recuse themselves from the meeting during the discussion of the agenda item wherein the nominee of the EC/Syndicate/ BoM/Equivalent body is to be decided. In case of violation, the applicant shall be disqualified as a candidate for the post of Vice-

Chancellor.

iv. The following shall be the constitution of the Search cum Selection Committee.

(a) a nominee of the Visitor/Chancellor, who shall be the Chairperson of the Search cum Selection Committee.

(b) a nominee of the Chairman, University Grants Commission.

(c) a nominee of the apex body of the university such as Syndicate/Senate/Executive Council / Board of Management/ Equivalent Body of the University.

v. The conditions of service of the Vice Chancellor shall be prescribed in the Statutes of the respective University in conformity with these Regulations.

vi. The composition of the Search cum Selection Committee shall be mandatory for the selection of Vice-Chancellors of all Universities established or incorporated by or under a Central Act, Provincial Act or State Act and recognized under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.

vii. The Search-cum-Selection Committee shall short-list the candidates and interact with the short-listed candidates to prepare a panel of 3-5 names for submission to the Visitor/Chancellor.

viii. The Visitor/Chancellor of the university shall appoint the Vice-Chancellor out of the panel of names recommended by the Search-cum-Selection Committee.

ix. The Vice-Chancellor shall hold office for a term of five years from the date on which he or she enters upon his or her office or until he or she attains the age of seventy years, whichever is earlier, and shall be eligible for re-appointment for one more term by following the procedure prescribed for the appointment of Vice-Chancellor:

x. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent, making him/ her eligible for all service-related benefits.

xi. If a Vice-Chancellor is not appointed as per these regulations, such an appointment shall be null and void.

11.0 Consequences of Violation of UGC Regulations

If any HEI violates the provisions of these regulations, the Commission shall constitute an enquiry committee to look into the violations. If the violations are established by the enquiry committee set up by the Commission, the HEI shall be:—

(a) Debarred from participating in UGC schemes.

(b) Debarred from offering degree programmes.

(c) Debarred from offering ODL and online mode programmes.

(d) Removed from the list of HEIs maintained under Sections 2(f) and 12B of UGC Act 1956.

The HEI shall be subjected to one or more of the above actions. Further, UGC may take additional punitive actions as per the decision of the Commission on a case-to-case basis.

12.0 Interpretation:

In the event of any conflict or inconsistency with respect to these regulations, the interpretation given by the Commission shall be final and binding.

DRAFT GUIDELINES ON CADRE RATIO, PERIOD OF PROBATION & CONFIRMATION, LEAVES, TEACHING DAYS, ACADEMIC, RESEARCH AND ADMINISTRATIVE COMMITMENTS, SENIORITY AND CODE OF PROFESSIONAL ETHICS FOR TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES

Promotion and co-ordination of University education is the general duty of the UGC. These UGC guidelines are for maintaining cadre ratio, service conditions, research and administrative commitments, code of professional ethics, etc., for teachers and other academic staff in HEIs.

1. Cadre Ratio for Teaching Posts

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department. All the sanctioned/ approved posts in the university system shall be filled up on an urgent basis.

2. Period of Probation and Confirmation

The minimum period of probation for a teacher shall be one year, extendable by one more year with reasons recorded in writing. The teacher on probation shall be confirmed at the end of the probation period if the performance is found to be satisfactory.

3. Teaching Days

Given the focus of the National Credit Framework (NCrF) on holistic education, teachers are required to play a key role in the implementation of NCrF. The Universities/Colleges shall have at least 15 weeks of teaching-learning days in a semester. The remaining period may be devoted to research and other administrative activities.

In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3rd of the period shall be credited as Earned Leave.

4. Academic, Research and Administrative Commitments

4.1 As per the National Credit Framework (NCrF), teaching-learning processes include classroom teaching, practical, innovation labs, class projects, assignments, tutorials; sports and games, physical activities, social work, NCC, examinations, assessments; vocational education, training and skilling, project work, field visits, internship, apprenticeship, etc. Considering the shifting of focus from classroom education to competency and outcome-based learning, the work commitments of the teachers in full employment should not be less than eight hours per working day.

4.2 The time spent by teachers in teaching-learning processes and the time used for research and other academic activities shall be decided by the HEIs considering the multi-disciplinary education that needs to be promoted in higher education. Teachers are required to be present at the workplace of the HEI during working hours.

However, in case a teacher has administrative responsibilities during the semester, the HEI may consider reducing the number of hours per week

spent by the teacher in teaching-learning processes by formulating an institutional procedure.

5. Leaves: General Conditions and Types:

5.1 General Conditions:

i. Leave cannot be claimed as a matter of right. When exigencies of service so require, discretion to refuse or revoke leave of any kind is reserved by the leave sanctioning authority.

ii. The teacher may be granted leave only on his/her request. The teacher shall not be compelled to proceed on leave except on a disciplinary ground. The Competent Authority may sanction the leave applied for, and shall not alter the nature of leave, except with the request/consent of the teacher.

iii. Application for leave on medical grounds shall be accompanied by a certificate of Registered Medical Practitioner holding, graduate degree; Bachelor of Medicine and Bachelor of Surgery (MBBS) or its equivalent) indicating the nature and probable duration of the illness. The teacher returning from leave on medical grounds shall produce a certificate of fitness.

iv. If the teacher frequently applies for medical leave with short intervals, he may be referred to the Medical Authority to examine the state of his health, the period of recovery, and whether he would be fit for duty after rest and treatment.

v. The teacher on leave shall not engage himself/herself in any other employment, trade or business, either full-time or part-time except public service of casual nature or such other work.

vi. Ordinarily, the teacher shall resume his duties immediately after the period of leave sanctioned, otherwise it shall be construed as overstay and may entail refusal of leave or leave salary and may be treated as misconduct unless the Competent Authority condones the irregularity, for reasons to be recorded.

5.2 Duty Leave:

Duty leave up to 30 days in an academic year may be granted for:

i. Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conference, Congresses, Symposia and Seminar, as a delegate nominated by the university or with the permission of the university/college ;

ii. Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the ViceChancellor/Principal of the College;

iii. Working in another Indian or foreign university, any other agency, institution or organisation, when so deputed by the university/ College;

iv. Work related to funded research projects and Startup companies;

v. Participating in a delegation or working on a

committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and

vi. For performing any other duty assigned to him/her by the university/college.

(a) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.

(b) The leave may be granted on full pay, provided, that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.

(c) Duty leave may be combined with earned leave, half pay leave or extraordinary leave, or Casual leave.

(d) Duty leave should also be given for attending meetings in the UGC, DST, etc., where a teacher is invited to share his/her expertise with an academic body, government agency, or NGO.

5.3 Study Leave For Entry Level Assistant Professor/Assistant Librarian/Assistant Director Of Physical Education And Sports:

i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend or fellowship (by whatever nomenclature called), **for pursuing further studies, leading to a Ph.D./Post-doctoral qualification** or for undertaking a research project in a higher education institution abroad, the amount of the **scholarship/Stipend/fellowship shall not be linked to the recipient's pay/salary** paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.

ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad.

iii. The study leave **shall be granted to only an entry-level appointee** as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports after a minimum of three years of continuous service. Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports, Additional Librarian, Additional Director of Physical Education and Sports, Additional Director of Physical Education and Sports or Professor, Librarian and Director of Physical Education and Sports of a University/College/Institution are not eligible for study leave.

iv. The study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more

than three years in one spell, save in exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.

v. The study leave **shall not be granted to an Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports who is due to retire within five years** of the date on which he/she is expected to return to duty after the expiry of study leave.

vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.

vii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short- fall as Extra-Ordinary leave has been obtained.

viii. With the approval of the Executive Council/Syndicate, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave at the credit of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.

ix. The period of study leave shall count as service for the purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serves the institution for the period for which the Bond has been executed.

x. The study leave granted to a teacher shall be deemed to have been **cancelled in case it is not availed of within 12 months of its sanction**. Provided that where the study leave granted has been so cancelled, the teacher may apply again for such leave.

xi. A teacher availing of the study leave shall undertake to serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of resuming duty on the expiry of the study leave.

xii. A teacher -

(a) who is unable to complete his/her studies within the period of study leave granted to him/her or

(b) who fails to rejoin the services of the University on the expiry of his/her study leave or

In 3.8.9, the contribution regarding start-up and raising funds is given. It is submitted that the teachers working in colleges and universities are primarily concerned with teaching and research. Hence, this recommendation will be an unnecessary burden on the teaching staff. It is unrealistic to expect teachers to function as fundraisers.

(See Para 3.8.9 of AIFUCTO Letter 29.01.2025)

(c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or

(d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

If a teacher asks for extension of the study leave and is not granted the extension but does not rejoin duty on the expiry of the leave originally sanctioned, he/she shall be deemed to have failed to rejoin the service on the expiry of his/her leave for the purpose of recovery of dues under these guidelines.

If the Executive Council or Syndicate permits a teacher to retire within three years of return to duty from study leave on medical grounds or any other exceptional ground, the Executive Council/Syndicate may waive or reduce the amount refundable by a teacher under these guidelines:

i. After the leave has been sanctioned, the teacher shall, before availing of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfilment of the conditions laid down in paragraph (ix) to (xii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institutions in accordance with paragraph (ix) to (xii) above.

ii. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.

iii. The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/College/Institution.

5.4 Sabbatical Leave:

i. The permanent, whole-time teachers of the university and colleges who have completed **seven years of service as an Associate Professor or a Professor may be granted sabbatical leave** to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and

higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.

ii. A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.

iii. A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies.

iv. During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

5.5 Other Kinds of Leave Rules for Permanent Teachers of the Universities/ Colleges:

The following kinds of leave would be admissible to permanent teachers:

i. Leave treated as duty, viz. casual leave, special casual leave, and duty leave;

ii. Leave earned by duty, viz. earned leave, half-pay leave, and commuted leave;

iii. Leave not earned by duty, viz. extraordinary leave; and leave not due;

iv. Leave not debited to leave account

v. Leave for academic pursuits, viz. study leave, sabbatical leave and academic leave;

vi. Leave on grounds of health, viz., maternity leave and quarantine leave.

5.6 Casual Leave

i. The total casual leave granted to a teacher shall not exceed eight days in an academic year.

ii. Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

5.7 Special Casual Leave

i. Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:

ii. To conduct examination of a university/Public Service Commission/Board of Examination or any other similar body/institution; and

iii. To inspect academic institutions attached to a statutory board.

iv. In computing the 10 days leave admissible, the days of actual journey, if any, to and from the

Prescribing identical qualifications for appointment and Career Advancement in Universities and Colleges is not acceptable. In Colleges, the teachers have to perform 40 hours of work in addition to the examination and admission-related duties. (See Para 3.12 of AIFUCTO Letter 29.01.2025)

places where activities specified above, take place, will be excluded.

v. In addition, special casual leave to the extent mentioned below, may also be granted;

vi. To undergo sterilization operation (vasectomy or salpingectomy) under the family welfare programme.

vii. Leave, in this case, shall be restricted to six working days; and

viii. To a female teacher who undergoes non-puerperal sterilization. Leave, in this case, shall be restricted to 14 days.

ix. The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacations by the sanctioning authority on each occasion.

6. Earned Leave

6.1 Earned leave admissible to a teacher shall be:

6.1.1 1/30th of the actual service, including vacation; plus

6.1.2 1/3rd of the period, if any, during which he/she is required to perform duty during the vacation.

For purposes of computation of the period of actual service, all periods of leave, except casual, special casual, and duty leave, shall be excluded.

6.1.3 Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study or training, or leave with a medical certificate, or when the entire leave, or a portion thereof, is spent outside India. For removal of doubt, it may be clarified :

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as a leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.

3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

7. Half-pay Leave

7.1 Half-pay leave may be sanctioned for a period of 20 days to a permanent teacher for each completed year of service. Such leave may be granted on the basis of a medical certificate from a registered medical practitioner for any private affairs or for any academic purpose.

7.2 Explanation:

The Screening-cum-evaluation committee is dispensed with in this draft regulation. When the criteria for every CAS stage are well-defined the screening-cum-evaluation committee is more suitable than the selection committee.

(See Para 5.7 of AIFUCTO Letter 29.01.2025)

A "completed year of service" means the continuous service of a specified duration under the university and includes periods of absence from duty as well as leave, including extraordinary leave.

Note: Half-pay leave shall be combined with earned leave for calculating the number of earned leaves in case the number of earned leaves is less than 300 for the purpose of encashment of leave at the time of superannuation as applicable to the employees of the Government of India/State Government.

8. Commuted Leave

Commuted leave, not exceeding half the amount of half-pay leave due, may be granted to a permanent teacher on the basis of a medical certificate from a registered medical practitioner subject to the following conditions:

8.1 Commuted leave during the entire service shall be limited to a maximum of 240 days;

8.2 When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave account; and

8.3 The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time;

Provided that no commuted leave shall be granted under these guidelines unless the authority competent to sanction leave has reason to believe that the teacher would return to duty on its expiry.

9. Extraordinary Leave

9.1 A permanent teacher may be granted extraordinary leave when:

9.1.1 No other leave is admissible; or

9.1.2 Other leave is admissible, and the teacher applies in writing for the grant of extraordinary leave.

9.2 The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:

9.2.1 Leave taken on the basis of medical certificates;

9.2.2 Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity and the teacher has no other kind of leave to his credit;

9.2.3 Leave taken for pursuing higher studies; and

9.2.4 Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.

9.3 Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years,

except in cases where the leave is taken on medical certificate. The total period of absence from duty shall, in no case, exceed five years in the entire service period of the individual.

9.4 The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.

10. 'Leave Not Due'

10.1 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, maybe otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.

10.2 'Leave not due' shall not be granted unless the Vice-Chancellor/Principal is satisfied that, as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

10.3 A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health or incapacitating the teacher for further service, a refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

11. Maternity Leave

11.1 Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.

11.2 Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

12. Child-care Leave

Women teachers having any minor child/children may be granted leave for up to a period of two years for taking care of the minor child/children. The child-care leave for a maximum period of two years (730 days) may be granted to the woman teachers during the entire service period in line with the Central Government women employees. In the cases where the child-care leave is granted for more than 45 days, the University/College/Institution may appoint a part-time / guest substitute teacher with intimation to the UGC.

13. Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wives, and such leave shall be granted only up to two children.

14. Adoption leave

Adoption leave may be provided as per the rules

of the Central Government.

15. Surrogacy leave

Leave for Surrogacy shall be applicable as per the Rules, guidelines and Norms as laid down by the Government of India.

16. Code of Professional Ethics

I. Teachers and their Responsibilities :

Whoever adopts teaching as a profession assumes the obligation to conduct himself/herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

(i) Adhere to a responsible pattern of conduct and demeanour expected of them by the community;

(ii) Manage their private affairs in a manner consistent with the dignity of the profession;

(iii) Seek to make professional growth continuous through study and research;

(iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;

(v) Maintain active membership of professional organisations and strive to improve education and profession through them;

(vi) Perform their duties in the form of teaching, tutorials, practicals, seminars and research work conscientiously and with dedication;

(vii) Discourage and not indulge in plagiarism and other non-ethical behaviour in teaching and research;

(viii) Abide by the Act, Statute and Ordinance of the University and respect its ideals, vision, mission, cultural practices and tradition;

(ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting in the conduct of university and college examinations, including supervision, invigilation and evaluation; and

(x) Participate in extension, co-curricular and extra-curricular activities, including community service.

II. Teachers and students

Teachers should:

(i) Respect the rights and dignity of the student in expressing his/her opinion;

(ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;

(iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;

(iv) Encourage students to improve their attainments, develop their personalities and at the

same time contribute to community welfare;

(v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;

(vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

(vii) Pay attention to only the attainment of the student in the assessment of merit;

(viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;

(ix) Aid students to develop an understanding of our national heritage and national goals; and

(x) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should: -

(i) Treat other members of the profession in the same manner as they themselves wish to be treated;

(ii) Speak respectfully of other teachers and render assistance for professional betterment;

(iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities; and

(iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities :

Teachers should:

(i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest;

(ii) Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes, which are likely to interfere with their professional responsibilities;

(iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharging responsibilities which such offices may demand;

(iv) Co-operate through their organisations in the formulation of policies of the other institutions and accept offices;

(v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;

(vi) Adhere to the terms of the contract;

(vii) Give and expect due notice before a change of position takes place; and

(viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff :

Teachers should :

(i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;

(ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Society

Teachers should:

(i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

(ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;

(iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;

(iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;

(v) Refrain from taking part in or subscribing to, or assisting in any way activities which tend to promote feelings of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

17. Maintenance of Standards in Higher-Education Institutions:

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/ Colleges/Institutions:

i. The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective UGC regulations and their amendments from time to time in this regard.

ii. All newly recruited Assistant Professors/ Assistant Librarians/ Assistant Directors of Physical Education and Sports should undergo an Orientation Course, in online mode, recognized by regulatory bodies such as UGC, AICTE, etc.

18. Allowances and Benefits

(i) Other allowances and benefits, such as Hometown Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central /State Government employees and be governed by the relevant rules as notified by the Central/State Governments from time to time.

(ii) Pension, Gratuity, ex-gratia compensation etc., as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges, including affiliated and constituent Colleges as the case may be.

(iii) Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central /State Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under the Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of the respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ASSOCIATION (MFUCTO)

On behalf of MFUCTO, I am submitting herewith the feedback on **Draft Regulation 2025**, these regulations may be called the UGC (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education Institutions) Regulations, 2025.

Sr.No. 1 : (Clause No. 1.0)

Short title, application and commencement :

Sr.No. 2 : (Clause No. 1.2)

Draft Regulations : These shall apply to every University established or incorporated by or under a Central Act, Provincial Act, or State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.

Suggestions : These shall apply to every University established or incorporated by or under a Central Act, Provincial Act, or State Act, every Institution including a Constituent, **Autonomous** or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.

Justification : Autonomous colleges are established as per the UGC, 2018 regulation.

Sr.No. 3 : (Clause No. 1.3)

Draft Regulations : These shall come into force from the date of notification. However, the date of implementation of the revision of pay shall be 1st January 2016.

Suggestions : These shall come into force from the date of notification. However, the date of implementation of the revision of pay shall be 1st January 2026.

Justification : The UGC issues regulations in alignment with the pay commission. Since the Government of India has announced the 8th Pay Commission, these regulations should be notified in accordance with the pay scales recommended by the 8th Pay Commission.

Sr.No. 4 : (Clause No. 2.0)

Definitions :

Sr.No. 5 : (Clause No.2.0 xix)

Draft Regulations : "Quorum" means the minimum number of members of a body that is required to be present at a given meeting;

Suggestions : "Quorum" means the minimum number of members of a body that is required to be present at a given meeting. If the chairman of the committee remains absent then the members of the committee/body shall nominate the chairman among themselves. Vice Chancellors Nominee shall act as chairman in absence of the chairman of the governing body for CAS Promotion.

Justification : If the chairman of the committee is absent, conducting the business of the meeting will not be possible especially in CAS promotions.

Sr.No. 6 : (Clause No. 3.0)

General Conditions : Recruitment and Promotion:

Sr.No.7 : (Clause No. 3.5)

Draft Regulations : One or more qualifications (Class 12/equivalent, UG, PG & Ph.D.) in Indian language medium may be encouraged.

Suggestions : Delete.

Justification : Every state has its own regional

MAHARASHTRA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS ORGANIZATION (MFUCTO)

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Prof.Dr.P.B.Raghuwanshi
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Ref.No.MFUCTO/001/2025 : Date: -02.02.2025

Prof. Manish R.Joshi

Secretary, University Grants Commission, New Delhi

Sub.:- Feedback/suggestions on UGC Draft Regulation, 2025 and Draft Guidelines, 2025 on behalf of MFUCTO.

Ref.:- No.F.6-1 /2025 (regulation Feedback) 16 नवंबर 1946 / 6th January, 2025

Dear Sir,

With subject and reference cited above, Maharashtra Federation of University & College Teachers' Organisation (MFUCTO) is renowned organisation working from last 50 years for welfare of higher education and its stake holders. I am submitting herewith the feedback on UGC Draft Regulation, 2025 and Draft Guidelines 2025 on behalf of MFUCTO. **We suggest that the draft regulation and guidelines, 2025 is kept open for suggestion for at least one year.** Please accept and do the needful.

Yours Faithfully,
(Dr.Pravin Raghuwanshi)
Secretary, MFUCTO

Attachments :- (1) Feedback on UGC Draft Regulation, 2025 (2) Feedback on UGC Draft Guidelines,2025

language. So it is not necessary to introduce one or more qualification in Indian language. Instead uniform standard of medium of qualification all over the country shall be prevailed.

Sr.No. 8 : (Clause No. 3.7)

Draft Regulations : A relaxation of 5% marks shall be provided to the Ph.D. Degree holders who have obtained their postgraduate Degree before 19th September 1991.

Suggestions : Delete.

Justification : Those who have obtained Ph.D. degree before 1991 they all are superannuated.

Sr.No. 9 : (Clause No. 3.8, 3.9, 3.10)

Draft Regulations : Notable contributions to be considered by the selection committee for recruitment and promotion of university & college teachers are: (1) to (9).

Suggestions : Teaching, learning, Evaluation, extension activities, community engagement, field work, mentoring, additional qualification, research and co-curricular and extra-curricular activities shall be part of the notable contributions.

Justification : Teaching, learning, evaluation, extension activities, community engagement, field work, mentoring, additional qualification, research, and co-curricular and extra-curricular activities are integral to holistic education, ensuring overall development and practical application of knowledge. Recognizing these as notable contributions highlights their role in fostering academic excellence, societal engagement, and the all-around growth of students and educators alike.

Sr.No. 10 : (Clause No. 3.12)

Draft Regulations : The Ph.D. Degree shall be a mandatory qualification for promotion to Assistant Professor (Academic Level 12), Associate Professor (Academic Level 13A) and Professor (Academic Level 14) in universities and colleges.

Suggestions : The Ph.D. Degree shall be a mandatory qualification for promotion to Professor (Academic Level 14) in universities. At college level, Ph.D. Degree shall be a mandatory qualification for promotion for Professor (AL-14) and Professor AL-15.

Justification : UGC has stopped allotting research grants at UG level research. Without proper research incentives, faculty members may prioritize only teaching, limiting their academic growth and the institution's progress.

At the undergraduate level, teaching, learning, evaluation, and extension are integral components of education. However, due to the UGC Regulations 2022, Ph.D. supervision is permitted only at the postgraduate level. As a result, there is an insufficient number of research supervisors available.

Sr.No. 11 : (Clause No.3.16)

Draft Regulations : The candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / By-laws / regulations of the

Institution awarding the degree, and such Ph.D. Candidates shall be exempted from the NET/SLET/SET requirement for recruitment and appointment of Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports in a University / College

Suggestions : The candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / By-laws / regulations of the Institution awarding the degree, and such Ph.D. Candidates shall be exempted from the NET/SLET/SET requirement for recruitment and appointment of Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports in a University / College

However, Clause no. 3.0.0 Recruitment and Qualifications from UGC Regulation, 2010 and clause no. 3.0 Recruitment and Qualifications from UGC Regulation 18 July, 2018 Shall be applied in its entirety

Justification : The candidates those who have qualified before NCrf (NEP 2020) level. They will not be eligible for applying to the post of Assistant Professor.

The NEP 20 is started from June 2024. So as per the NCrf (level 6.5/7) qualification, the first batch will likely to be available for applying to post of Assistant Professor from 2030. So it is necessary to apply rules of Recruitment and Qualifications from UGC Regulation 18 July, 2018 and 30th June, 2010.

Sr.No. 12 : (Clause No.3.18)

Draft Regulations : - - - - -

Suggestions : Incentives for Ph.D./M.Phil./NET/SET and other Higher Qualification

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing NET/SET and the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two noncompounded advance increments and in service one noncompounded increment shall be granted.

(iii) Those possessing Post-graduate degree in the professional course such as L.M./M.Tech/M.Arch./M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.

Other terms and conditions shall apply as it is from UGC Regulation 18 July, 2018 clause no 19.0

Justification : UGC has stopped allotting research grants at UG level research. Without proper research incentives, faculty members may prioritize only teaching, limiting their academic

Two new designations have been introduced in this list, namely Additional Librarian and Additional Director of Physical Education & Sports. Designations of librarians and physical directors working in colleges must be on par with those of universities.

(See Para 1.4 of AIFUCTO Letter 29.01.2025)

growth and the institution's progress. Therefore, research incentives at the college level are essential for fostering innovation, improving education quality, and enhancing institutional prestige.

The Ph.D./M.Phil./NET/SET incentives in the form of non-compoundable increments will attract the talent from various fields towards higher education.

**Sr.No. 13 : (Clause No.4.0)
Direct Recruitment:**

Sr.No. 14 : (Clause No.4.1 (I))

Draft Regulations : 4.1. I. Assistant Professor (Academic Level 10): i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8). **or** A PG degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC, CSIR, ICAR etc. or a similar test like SLET/SET **or** A PG degree (NCrF Level 7; e.g. M.E., M. Tech.,) with at least 55% marks (or an equivalent grade).

Suggestions : 4.1. I. Assistant Professor (Academic Level 10): i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8). **or** A PG degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC, CSIR, ICAR etc. or a similar test like SLET/SET **or** A PG degree (NCrF Level 7; e.g. M.E., M. Tech.,) with at least 55% marks (or an equivalent grade).

However, The qualification as per the UGC Regulation 30 June 2010 and 18 July, 2018 with its subsequent amendments shall retain. NET/SLET/SET shall not be required for such master's programme in disciplines for which NET/SLET/SET is not conducted.

Justification : Introducing only these NCrF level qualifications, The candidates those who have qualified before NCrF (NEP 2020) level. They will lose their chance be eligible for applying to the post of Assistant Professor.

The NEP 20 is started from June 2024. So as per the NCrF (level 6.5/7) qualification, the first batch will likely to be available for applying to post of Assistant Professor from 2030. So it is necessary to apply rules of Recruitment and Qualifications from UGC Regulation 18 July, 2018 and 30th June, 2010

This will affect thousands of qualified candidates who are waiting for teaching positions and were qualified before the enforcement of this regulation

Sr.No. 15 : (Clause No. 4.2 I (v) (3) 4.2 II (3))

Draft Regulations : Note:- (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

Suggestions : Delete.

Justification : The selection committee itself

is the statutory committee as per UGC norms. Due to this provision statutory power of the committee is undermine.

If there are dispute or controversies in board of management of HEIs it will affect the selection process. The Chairman of the governing body is the chairman of the selection committee so it is not necessary to place the recommendation of the selection committee before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

**Sr.No. 16 : (Clause No. 5.0)
Career Advancement Scheme (CAS):**

Sr.No. 17 : (Clause No. 5.1.(1))

Draft Regulations : To avail of promotion under the CAS, the applicant should be an employee of the HEI on the date of consideration by the Selection Committee.

Suggestions : To avail of promotion under the CAS, the applicant should be an employee of the HEI on the date of eligibility.

Justification : If the candidate is superannuated but he has not got the promotion due to any type of administrative delay by institution, University or government his "right to be consider for promotion" shall retain. UGC Regulation 30 June, 2010 and 18 July, 2018 shall follow.

Sr.No.18 : (Clause No.5.1 (6))

Draft Regulations : Granting of Academic Level 15 to Professors at Academic Level 14: Granting of Academic Level 15 to Professors at Academic Level 14 should be limited to 10% of professors positions at Academic Level 14.

The seniority level is strictly assigned by the date of promotion to professor (Academic level 14) rather than the date of granting of professor (Academic level 15).

Suggestions : Every eligible teacher at PG and UG level shall Grant Academic Level 15 to Professors at Academic Level 14:

Justification : Academic promotions ensure **career growth** and **motivation** for faculty members. Professors at **Academic Level 14** have already demonstrated excellence in **teaching, research, and administration**. A promotion to **Academic Level 15** recognizes their contributions.

In global academic structures, **professorial promotions** follow a hierarchical framework to ensure **equity and competitiveness** in the education sector. Ensuring Level 15 promotions aligns Indian academia with **international norms**.

If similar precedents exist in central universities, IITs, IIMs, and other institutions, then **granting Level 15 promotions** ensures uniformity (capping of 10% shall be deleted).

Sr.No. 19 : (Clause No.5.1 (7))

Draft Regulations : New Provision

Suggestions : The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to

Teaching contributions in Indian languages. This criterion is not suitable for all disciplines. English is not included in the definitions of the Indian languages.

(See Para 3.8.4 of AIFUCTO Letter 29.01.2025)

avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

Justification : The Career Advancement Scheme (CAS) promotion criteria outlined in these Regulations will take effect from the date of their notification. To mitigate challenges for faculty who have already qualified or are close to qualifying under the previous regulations, they may be granted the option to be considered under the existing rules. This provision ensures fairness and accommodates those transitioning between regulatory frameworks. Faculty members must exercise this option within three years of the notification date to avail of this flexibility.

Sr.No.20 : (Clause No. 5.2 II a (ii)5.2 III (v)5.2 IV (v) 5.2 V (iii)5.2 VI (ii))

Draft Regulations : Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

Suggestions : Notable contributions in at least **three** areas out of the nine during the assessment period.

Justification : More teachers will get benefit of promotion and if the areas of notable contributions reduced, it will aggrandize intensive study and research in notable area.

Sr.No. 21 : (Clause No.5.2. III.)

Draft Regulations : Assistant Professor (Academic Level 11 to Academic Level 12)

Eligibility: ii. A Ph.D. Degree in the relevant/allied discipline.

Suggestions : Ph.D. degree shall not be mandatory.

Justification : Ph.D. degree should not be mandatory for promotion. As professional experience, teaching excellence, and contributions to the academic community are equally important in evaluating an individual's capabilities. Additionally, the value of practical knowledge and skills that contribute significantly to an institution's growth and development are also important.

**Sr.No.22 : (Clause No. 5.3)
College Level CAS Promotion:**

Sr.No. 23 : (Clause No.5.3.I a(ii)5.3 II (ii)5.3 III (iii),5.4.I (i)5.4 II (ii)5.4 III (ii)5.4 IV (iii)5.5 I (i) 5.5 II (ii)5.5 III(ii))

Draft Regulations : Completed any of the following: a Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).

Suggestions : Completed any of the following: a Refresher Course or Faculty Development Programme in **online/offline/Hybrid mode** mode recognized by the regulatory bodies (UGC, AICTE, etc.).

Justification : Completing a Refresher Course

or Faculty Development Programme in offline mode, recognized by regulatory bodies such as UGC, AICTE, etc., is crucial for ensuring that educators stay updated with the latest teaching methods, trends, and subject knowledge. These programs also facilitate face-to-face interaction, enabling effective learning, networking, and skill development that are essential for enhancing the quality of education.

Sr.No.24 : (Clause No.5.6)

Date of eligibility for promotion :

Sr.No.25 : (Clause No.5.6.1)

Draft Regulations : When a candidate does not succeed in an assessment, he/she can be re-assessed only after one year from the date of the last assessment.

Suggestions : When a candidate does not succeed in an assessment, he/she can be re-assessed only after three months from the date of the last assessment.

Justification : The three-month gap ensures that the candidate has sufficient time to address knowledge gaps, improve skills, and rectify weaknesses identified in the previous assessment. The three-month gap helps in scheduling assessments systematically while maintaining quality control.

Sr.No. 26 : (Clause No.5.4)

Draft Regulations : Note - (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

Suggestions : Delete.

Justification : If there are dispute or controversies in board of management of HEIs it will affect the selection process. The Chairman of the governing body is the chairman of the committee so it is not necessary to place the recommendation of the selection committee before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

Sr.No.27 : (Clause No.5.6 (3) (4))

Draft Regulations : 3. If the assessment is between 1st January and 30th June of a year, promotion shall be granted from 1st July of the year.

4. If the assessment is between 1st July and 31st December of a year, promotion shall be granted from 1st January of the following year.

Suggestions : If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the Date of promotion shall be from that of minimum period of eligibility.

Justification : Legitimate right for the promotion of the teacher on the date of the eligibility of the teacher is denied. Financial as well as academic loss of the teacher

Sr.No.28 : (Clause No. 8.0)

Appointments on Contract Basis :

Sr.No. 29 : (Clause No.8.0)

Removing English in the garb of promoting Indian languages will do a great deal of harm not only to the Higher Education Sector of the nation but also to the unity of the nation itself.

(See Para 3.8.4 of AIFUCTO Letter 29.01.2025)

Draft Regulations : The teachers may be appointed against the vacant sanctioned faculty positions on a contract basis for a maximum period of six months, only when it is essential. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed total emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made for more than one academic session and may be renewed after review for another academic session.

Suggestions : Appointments on Contract Basis as per the UGC regulation 18 July, 2018 : The teachers should be appointed on contract basis only when it is absolutely necessary and when the student teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

Justification : This provision is a violation of the norms of the accrediting agencies and the Central Government. The student-teacher ratio should be maintained. Contract-based teachers shall be given contracts for 11 months and receive a gross salary equal to that of regular teachers. This will help establish the principle of equal pay for equal work.

Sr.No. 30 : (Clause No.10.0)

Minimum Qualifications, Experience, Accomplishments, Selection Committee, and Selection Procedure for the Appointment of Vice-Chancellor in Universities:

Sr.No. 31 : (Clause No.10.1 (i))

Draft Regulations : Vice-Chancellor

Suggestions : A distinguished person possessing high academic qualifications and demonstrated administrative and leadership capabilities, strong alignment to constitutional values, strong social commitment, belief in teamwork, pluralism, ability to work with diverse people, with a flair for innovation and a global outlook in higher education, along with the overall vision of the institution and abilities to manage complex situations with a minimum of ten years of experience as (i) a Professor in an HEI or (ii) at a senior level in reputed research or academic administrative organizations or (iii) at a senior level in industry, public administration, public policy and/or public sector undertakings, with a proven track record of significant academic or scholarly contributions,

shall be eligible to be appointed as Vice-Chancellor.

Justification : The statement suggests that the Vice Chancellor (VC) of a university should be chosen exclusively from academia and not from fields like industry, public administration, public policy, or public sector undertakings. The rationale for this restriction can be justified as follows:

1. Academic Expertise and Understanding
2. Preservation of Academic Autonomy
3. Familiarity with Academic Governance
4. Alignment with Long-term Educational Goals
5. Avoiding Conflicts of Interest

Sr.No. 32 : (Clause No.10.1 ix)

Draft Regulations : The Vice-Chancellor shall hold office for a term of five years from the date on which he or she enters upon his or her office or until he or she attains the age of seventy years, whichever is earlier, and shall be eligible for re-appointment for one more term by following the procedure prescribed for the appointment of Vice-Chancellor:

Suggestions : The Vice-Chancellor shall hold office for a term of five years from the date on which he or she enters upon his or her office or until he or she attains the age of sixty five years, whichever is earlier, and shall be eligible for re-appointment for one more term by following the procedure prescribed for the appointment of Vice-Chancellor:

Justification : The retirement age of 65 years for Vice-Chancellors is justified as it: Ensures active and efficient leadership. Prevents stagnation and promotes institutional growth. Provides opportunities for new leadership. Aligns with national and global academic governance models. Thus, this policy is reasonable, strategic, and beneficial for maintaining excellence in higher education administration.

(Dr. Pravin Raghuvanshi)
Secretary, MFUCTO

**MAHARASHTRA FEDERATION OF UNIVERSITY
& COLLEGE TEACHERS' ASSOCIATION
(MFUCTO)**

On behalf of the MFUCTO, I am submitting herewith the feedback on the **draft guidelines, 2025** on cadre ratio, period of probation & confirmation, leaves, teaching days, academic, research and administrative commitments, seniority and code of professional ethics for teachers and other academic staff in universities and colleges.

Sr.No : 1 : (Clause No. --)

Draft Guideline : Draft guidelines on cadre ratio, period of probation & confirmation, leaves, teaching days, academic, research and administrative commitments, seniority and code of professional ethics for teachers and other academic staff in universities and colleges.

Suggestion : These guidelines shall be the part of UGC Regulation, 2025.

Justification : The UGC regulation is mandatory in nature, and the service conditions of teachers

Despite mentioning the date of implementation of pay scales, the entire document does not mention the pay band for any of the posts outlined in this regulation.

(See Para 1.3 of AIFUCTO Letter 29.01.2025)

shall form an integral part of it. In the previous regulations dated 30th June 2010 and 18th July 2018, the service conditions of teachers were included as part of the regulation.

Sr.No : 2 : (Clause No. 2)

Draft Guideline : Period of Probation and Confirmation : The minimum period of probation for a teacher shall be one year, extendable by one more year with reasons recorded in writing. The teacher on probation shall be confirmed at the end of the probation period if the performance is found to be satisfactory.

Suggestion : The minimum period of probation for a teacher shall be one year, extendable by one more year with reasons recorded in writing. The teacher on probation shall be confirmed at the end of the probation period if the performance is found to be satisfactory.

If the confirmation letter not issued by the institution, the teacher shall be deemed to be confirmed.

Justification : To prevent the harassment of teachers, this is essential.

Sr.No : 3 : (Clause No. 4.1)

Draft Guideline : As per the National Credit Framework (NCrF), teaching-learning processes include classroom teaching, practical, innovation labs, class projects, assignments, tutorials; sports and games, physical activities, social work, NCC, examinations, assessments; vocational education, training and skilling, project work, field visits, internship, apprenticeship, etc. Considering the shifting of focus from classroom education to competency and outcome-based learning, **the work commitments of the teachers in full employment should not be less than eight hours per working day.**

Suggestion : The workload of the teachers in full employment should not be less than Forty hours a week for Thirty workingweeks (One Hundred and Eighty teaching days) in an academic year. **It should be necessary for the teacher to be available for at least Five hours daily in the University/ College.**

Justification : Teachers are not workers employed in industrial or commercial sectors. Equating them with laborers by imposing an eight-hour workschedule is an insult to the dignity of their profession.

Sr.No : 4 : (Clause No. 5.1 (ii))

Draft Guideline : The teacher may be granted leave only on his/her request. The teacher shall not be compelled to proceed on leave except on a disciplinary ground. The Competent Authority may sanction the leave applied for, and shall not alter the nature of leave, except with the request/ consent of the teacher.

Suggestion : Competent authority to sanction leave 1. Principal to teacher 2. Chairman / Secretary of the institution to Principal The total casual leave granted to a teacher shall not exceed fifteen days in an academic year.

Justification : Competent authority shall be define. Otherwise it will make a mess. Principal will forward the long term leave application of teacher to management for a sanction. Eight casual leaves are not sufficient for a teacher for a year.

Sr.No : 5 : (Clause No. 5.1 (iv))

Draft Guideline : If the teacher frequently applies for medical leave with short intervals, he may be referred to the Medical Authority to examine

the state of his health, the period of recovery, and whether he would be fit for duty after rest and treatment.

Suggestion : DELETE.

Justification : It is not necessary to refer to medical authority. Certificate of Local medical practitioner MBBS or Equivalent qualification is enough.

Sr.No : 6 : (Clause No. 5.1 (ii))

Draft Guideline : The teacher may be granted leave only on his/her request. The teacher shall not be compelled to proceed on leave except on a disciplinary ground. The Competent Authority may sanction the leave applied for, and shall not alter the nature of leave, except with the request/ consent of the teacher.

Suggestion : Competent authority to sanction leave 1. Principal to teacher 2. Chairman / Secretary of the institution to Principal 3. long term leave (more than 180 days) of Principal or teacher shall sanction by the management of the institute.

Justification : Competent authority shall be define. Otherwise it will make a mess. Principal will forward the long term leave application of teacher to management for a sanction. Eight casual leaves are not sufficient for a teacher for a year.

Sr.No : 7 : (Clause No. 5.6(i))

Draft Guideline : Casual Leave : The total casual leave granted to a teacher shall not exceed eight days in an academic year.

Suggestion : The total casual leave granted to a teacher shall not exceed fifteen days in an academic year.

Justification : Government and other state employees is five days working in a week, whereas in HEIs teachers are working 6 days per week. 8 leaves are not enough for private/personal work of teachers. Many of the universities made the provision in their statutes of 15 casual leaves.

Sr.No : 8 : (Clause No. 16)

Draft Guideline : Code of Professional Ethics for teachers

Suggestion : A code of professional ethics should be established for The Vice-Chancellor/Pro-Vice-Chancellor/ Registrar/Rector, management, principal, and non-teaching staff.

Justification : It was previously introduced in 18 July, 2018 UGC Regulation.

Sr.No : 9 : (Clause No. 17 (ii))

Draft Guideline : All newly recruited Assistant Professors/Assistant Librarians/Assistant Directors of Physical Education and Sports should undergo an Orientation Course, in online mode, recognized by regulatory bodies such as UGC, AICTE, etc.

Suggestion : All newly recruited Assistant Professors/Assistant Librarians/Assistant Directors of Physical Education and Sports should undergo an Orientation Course, in **online mode or offline mode or hybrid mode** recognized by regulatory bodies such as UGC, AICTE, etc.

Justification : Offline training courses are necessary as they provide hands-on experience, real-time interaction, and immediate feedback, which enhance practical learning. They also foster better engagement, collaboration, and networking among participants.

Please accept and do the needful.

(Dr. Pravin Raghuvanshi)
Secretary, MFUCTO

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANISATIONS

(Regd. Under Act XXI of 1860)

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Date 29.01.2025

To

Sri M.Jagadesh Kumar,

Chairman, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi - 110002.

Respected Sir,

Subject: AIFUCTO FEEDBACK ON -DRAFT UGC (MINIMUM QUALIFICATIONS FOR APPOINTMENT AND PROMOTION OF TEACHERS AND ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION) REGULATIONS, 2025.

In response to the public notice No F.61/2025 (Regulations Feedback) dated 06.01.2025, we, the AIFUCTO, bring the following for serious consideration and necessary further action. The UGC has revised the UGC Regulations on minimum qualifications for appointment of Teachers and other academic staff in universities and colleges and measures for the maintenance of standards in Higher Education, 2018 and developed a draft UGC (Minimum Qualifications for the appointment and promotion of Teachers and Academic Staff in Universities and Colleges and measures for the maintenance of standards in Higher Education Regulations, 2025 and Guidelines on cadre Ratio, period of probation & Confirmation, leaves, Teaching days, academic research and administrative commitments, seniority and code of professional ethics for Teachers and other academic staff in universities and colleges and requested the stakeholders to share the feedback on the Draft Regulations, 2025.

These shall apply to every university established or incorporated by or under a central Act, Provincial Act or State Act, every institution including a constituent or an affiliated college recognised by the UGC, in consultation with the university concerned under clause (f) of section 2 of the UGC ACT, 1956 and every institution deemed to be university under section 3 of the said ACT.

If approved, these regulations will apply to all the Higher Educational Institutions of General Education located in all the states of India. It will affect the lives of all the students studying in the institutions and the teachers working there.

Normally, UGC regulations were issued only after every pay revision by the recommendation of the respective pay review committee. In pursuance of the implementation of the sixth Pay Review Committee headed by G K Chadha's recommendations, the 2010 regulations were issued on 18.09.2010 and this regulation was subsequently amended four Times.

In pursuance of the implementation of the Seventh Pay Review Committee headed by V K Chouhan's recommendations, UGC regulations 2018 were issued on 18.07.2018 and this has also been amended four Times. Also, the teachers are given the option of using either 2010 or 2018

regulations up to December 2024 with respect to the career advancement scheme.

Even the 2018 regulations along with its four amendments are yet to be implemented or adopted by many states.

Issuing another regulation superseding 2018 main regulations and subsequent amendments especially when the pay revision is due from January 2026 is unwarranted and uncalled for.

After the 2026 pay revision, new regulations based on the recommendation of the eighth pay review committee must be released. Hence urge the UGC to defer the UGC regulations 2025 to avoid a multiplicity of regulations causing confusion.

1.3 These shall come into force from the date of notification. However, the date of implementation of the pay revision shall be 1st January 2016.

• Despite mentioning the date of implementation of pay scales, the entire document does not mention the pay band for any of the posts outlined in this regulation

1.4 These regulations specify the minimum qualifications, experience, and accomplishments for appointment and promotion of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Additional Librarian, Librarian, Assistant Director of Physical Education & Sports, Deputy Director of Physical Education & Sports, Additional Director of Physical Education & Sports and Director of Physical Education & Sports; and appointment of Principal and Vice-Chancellor in higher education institutions (HEIs).

Two new designations have been introduced in this list, namely Additional Librarian and Additional Director of Physical Education & Sports. Designations of librarians and physical directors working in colleges must be on par with those of universities. Hence, two new designations, Additional Librarian and Additional Director of Physical Education & Sports, must be dropped. As far as colleges are concerned, existing designations may be retained.

SELECTION PROCEDURE FOR DIRECT RECRUITMENT AND PROMOTION.

1.7 The overall selection procedure for direct

Assessing teaching and/or research aptitude through a seminar or lecture for faculty under the CAS (Career Advancement Scheme) may lead to subjective consideration. It may be a tool to victimize the teachers by the private management.

(See Para 1.7 of AIFUCTO Letter 29.01.2025)

The exercise of framing regulations which are to be uniformly implemented across the country would be more complex. Further the effective implementation of UGC regulation for ensuring uniform standards in higher education throughout the country would depend on the content and character of UGC Regulations - their desirability, usefulness, inclusiveness, feasibility and effectiveness.

(See Para 11 of AIFUCTO Letter 29.01.2025)

recruitment and promotion under CAS shall incorporate a transparent and objective methodology of analysis of the merits and the credentials of the application to make the system more credible; universities/colleges may assess the ability for teaching and/or research aptitude through a seminar or a lecture.

Assessing teaching and/or research aptitude through a seminar or lecture for faculty under the CAS (Career Advancement Scheme) may lead to subjective consideration. It may be a tool to victimize the teachers by the private management. Faculty members undergoing such evaluation procedures may face challenges and difficulties in the process. Hence this condition must be dropped.

2.0 Definitions viii. "External Subject Expert" means a renowned expert not below the academic level 14 in the subject who is not an employee or retiree from the Higher Educational Institution where the recruitment/promotion takes place;

All External subject experts to be at Academic Level 14 or above shall lead to crisis, as only limited number of teachers is available at that level. In some states, the professor's promotion is not yet accorded to teachers working in colleges.

External subject experts may also be at least one level above. If adequate subject experts are not available, External subject Experts may also be equal to the candidate's level. The definition of an External subject Expert may be modified.

3.0 General Conditions: Recruitment and Promotion 3.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the HEIs shall be based on merit through an all-India advertisement, followed by selection by a duly constituted Selection Committee as per the provisions made under these regulations.

- The provision to issue an all-India advertisement will only increase the expenses for the Higher Education Institution (HEI) in the direct recruitment process.

- In this communication era, advertisements posted on a website are tantamount to all India

advertisements.

3.2 If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in Ph.D., the discipline/subject in which a candidate obtained Ph.D. shall be considered eligible for appointment as Assistant Professor, Associate Professor or Professor in that discipline/subject.

- In Sec 3.2 under the caption General Conditions: Recruitment and promotion, it is stated that the discipline/subject chosen in the 4-year UG programme (NCrF level 6) or PG programme (NCrF level 6.5/7) is different from the chosen discipline/subject in Ph.D., the discipline/subject in which a candidate obtained Ph.D. shall be considered eligible for appointment as Assistant Professor, Associate Professor or professor in that discipline/subject.

- By this clause, the subject/discipline chosen for a master's degree is made ineligible to be appointed in that subject/discipline if one had chosen a different subject to do his/her Ph.D. While giving eligibility for a Ph.D. subject (which is normally a narrow/particular field in the respective subject), the subject of the PG degree obtained after five years of rigorous study is denied eligibility.

- Normally a candidate with a PG degree is expected to possess the highest level of knowledge in the subject/discipline being it is a master's degree. Even then the degree becomes, ineligible for the simple reason that he/she did his/her Ph.D. in a different subject. This clause will not serve the purpose of promotion of Higher Education. Hence, the existing provisions of Regulations, 2018, which prescribes the master's degree with a Ph.D. in the relevant subject should be retained. The relevancy of the Ph.D. subject can be decided by the respective university with the help of subject experts.

- In sec 3.3, it is stated that if the discipline/subject chosen in the 4-year UG programme (NCrF level 6) or PG programme (NCrF level 6.5/7) is different from the chosen discipline/subject in NET/SLET the discipline/Subject in which a candidate qualified NET/SET shall be considered eligible for appointment as Assistant Professor in that

Teaching-Learning and Research in the Indian Knowledge System. This criterion is suitable only for Indian knowledge-related subjects. The General criteria must not include the specific criterion. Introducing such a right-wing ideology criterion shall mar the quality of science education.

(See Para 3.8.5 of AIFUCTO Letter 29.01.2025)

Hence the provision paving the way for the appointment of industrialists, bureaucrats and officers of the public sector undertaking be scrapped.

(See Para 10 of AIFUCTO Letter 29.01.2025)

discipline/subject. Here, the subject of a PG degree should be given eligibility for appointment as an Assistant Professor in the respective discipline.

- But here, there is a serious contradiction between Sec 3.3 and 4.1.1 (under the caption Direct Recruitment). As per Sec 4.1.1, the 4-year UG degree with NET/SLET is not eligible for appointment as Assistant Professor but is given eligibility under Sec 3.3. Hence sec 3.3 should be corrected/modified following sec 4.1.1 as the 4-year UG degree cannot be equated with the PG degree or integrated 5-year PG degree.

- This rule may result in a situation where an individual lacking fundamental knowledge in a specific subject or discipline, but holding a PhD in that area, becomes eligible to teach it at a higher education institution.

NOTABLE CONTRIBUTION TO CAS

3.8 Notable contributions to be considered by the selection committee for recruitment and promotion of university & college teachers are: (1) Innovative Teaching Contribution (2) Research or teaching Lab Development; (3) Consultancy / Sponsored Research funding as a Principal Investigator or Co-Principal Investigator; (4) Teaching contributions in Indian languages; (5) Teaching-Learning and Research in Indian Knowledge System; (6) Student Internship / Project Supervision; (7) Digital Content Creation for MOOCs; (8) Community Engagement and Service; (9) Start-up, as per the intellectual property policies of the HEI, registered with the Registrar of Companies (ROC) as a founding promoter, successfully raising funding through government, angel or venture funds to support the start-up.

- In Section 3.8, the notable contributions to be considered by the selection committee for the recruitment and promotion of university and college teachers are given.

- **3.8.4. Teaching contributions in Indian languages. This criterion is not suitable for all disciplines. English is not included in the definitions of the Indian languages.**

- Consequently, English may slowly be replaced by other languages, especially Hindi. English is very much needed as a link language for a country the size of India with its huge language complexities.

- **Removing English in the garb of promoting Indian languages will do a great deal of harm not only to the Higher Education Sector of the nation but also to the unity of the nation itself.**

- **3.8.5. Teaching-Learning and Research in the Indian Knowledge System. This criterion is suitable only for Indian knowledge-related subjects. The General criteria must not include the specific criterion. Introducing such a right-wing ideology criterion shall mar the quality of science education.**

- **In 3.8.9, the contribution regarding start-up and raising funds is given. It is submitted that the teachers working in colleges and universities are primarily concerned with teaching and research. Hence, this recommendation will be an unnecessary burden on the teaching staff.**

- **It is unrealistic to expect teachers to function as fundraisers.**

- In Sec 3.8, 3.9 & 3.10, the topics for the notable contributions are listed. To give more opportunities for the teachers, the subjects in the list may be increased by adding the topics in Table I of Appendix II of UGC Regulations, 2018.

3.11 The research publications should be in peer-reviewed journals, and the book chapter or book must be published by a recognized academic or professional publisher with a reputation for rigorous peer review and quality editing. Self-published book chapters or books will not be considered. The selection committee shall decide whether the research publications are in a peer-reviewed journal, whether the publication of a book/book chapter is by a reputed publisher, and whether the contributions are notable, based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these regulations.

In Section 3.11, the selection committee is given the task of determining which of the research publications are in a peer-reviewed journal. Such a mode of action will lead to a lot of ambiguity. Hence, it is suggested that the UGC should provide a list of accepted peer-reviewed journals as practised now.

Removal of Ph.D. condition for CAS to level 12 and 13A in Colleges

3.12 The Ph.D. Degree shall be a mandatory qualification for promotion to Assistant Professor (Academic Level 12), Associate Professor (Academic Level 13A) and Professor (Academic Level 14) in universities and colleges.

In Section 3.12, the Ph.D. degree is made mandatory for promotion to Assistant Professor (Academic level 12), Associate Professor (Level 13A) and Professor (Level 14) in universities and colleges.

Additionally, the 2018 regulations allow minority communities to nominate a panel of experts for the selection committee, subject to approval by the Vice-Chancellor. However, this provision has silently been omitted in the draft 2025 regulations and should be reinstated.

(See Para 3.15 of AIFUCTO Letter 29.01.2025)

The UGC should hold joint meetings with state government representatives and other stakeholders before venturing into implementing various provisions of NEP, 2020 through regulations.

(See Para 11 of AIFUCTO Letter 29.01.2025)

Prescribing identical qualifications for college and university teachers is not justified as the focus is more on teaching in the colleges. The Ph.D. degree too need not be made mandatory for promotion to Assistant Professor (Academic Level 12) as it will be inherently unjust for teachers who enter service with NET/ SLET / SET qualification.

Prescribing identical qualifications for appointment and Career Advancement in Universities and Colleges is not acceptable. In Colleges, the teachers have to perform 40 hours of work in addition to the examination and admission-related duties. In Colleges, the teachers are expected to do more teaching compared to university teachers and research work can be performed in the remaining time only.

In this background, the requirement of Ph.D. for Assistant Professor (Level 12) and Associate Professor (Level 13A) should be removed in respect of college Teachers. Suitable modifications be done in 5.3 II and 5.3 III removing the Ph.D. requirement.

3.15 A teacher representing SC/ST/OBC/Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories. The teacher, so nominated for this purpose in the selection committee, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

The current regulation prescribes that a representative from each relevant category (SC/ST/OBC/Minority/Women/PWD) be included in the selection committee if a candidate from that category appears before the committee.

Additionally, the 2018 regulations allow minority communities to nominate a panel of experts for the selection committee, subject to approval by the Vice-Chancellor. However, this provision has silently been omitted in the draft 2025 regulations and should be reinstated.

Furthermore, in this context, selection committee members may be only one cadre level above the post called for.

SELECTION COMMITTEE FOR APPOINTMENTS

4.1. II. Associate Professor: (Academic Level 13A):
ii) A minimum of eight years of teaching and/or research experience in a University / College or a minimum of eight years experience in teaching and/or research in a position equivalent to that of an Assistant Professor/Associate Professor in a research institution or any other Indian or foreign institutions of comparable standards. The research experience shall be counted as per the clause 3.13.

- The requirement of a minimum of 8 years of teaching and/or research experience in a university/college should be modified to a minimum of 8 years of teaching and research experience in a University/college. This change is necessary to ensure that teachers with no teaching experience are not recruited.

4.2. II. Selection Committee Composition for Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (Academic Level 10), Associate Professor (Academic Level 13 A) and Professor (Academic Level 14) in the colleges shall be the following:

In Section 4.2.ii, the details of the Selection Committee for appointment in various posts in the college are given. However, the conditions are not specified for minority colleges. Hence, it is submitted that the details of the Selection Committee to be followed by minority colleges too may be prescribed.

4.2. II. Note: (1) Five members, including at least two external subject experts, shall constitute the quorum

- Out of the quorum, three members are subject experts from outside the university, which implies that candidates will be selected by these external subject experts, as they hold a simple majority. This could enable them to influence teaching appointments in other institutions. The proportion may be modified.

SERVICE AGREEMENTS

4.2. II. Note: (4) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher. A copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

In the note to Section 4. 2. ii, it is stated that a Service Agreement should be executed between the University/ College and the teacher. The Code of

In Section 8.0, the terms for the appointment of teachers on a contract basis are given. The appointment of teachers on a contract basis goes against the settled norms and conventions in the field of higher education. The appointment of teachers should be done only on a regular basis.

(See Para 8 of AIFUCTO Letter 29.01.2025)

List II state list entry 32 of the constitution allows a state government to incorporate, regulate and wind up the universities on their own. Further, the land allotment, administrative expenses, salaries of faculties and other staff and construction of building and their maintenance etc are entirely met by the state government.

(See Para 10 of AIFUCTO Letter 29.01.2025)

Conduct and other rules to be followed by a teacher are in force. These types of service agreements are not acceptable, as they may have far-reaching consequences, violate employees' rights, and potentially create conflicts between faculty members, peers, and management. Hence, this is unnecessary and may be dropped.

5.0. CAREER ADVANCEMENT SCHEME (CAS)

Promotion from Academic Level 11 to Academic Level 12

5.3. I. Assistant Professor (Academic Level 10 to Academic Level 11) i. attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).

- Two short-term courses are currently not mentioned. It would, however, be a better option for faculty to pursue these short-term courses instead of the two-week duration refresher course.

- The duration of the Refresher Course, Research Methodology Course, or Faculty Development Programme is not mentioned.

- Additionally, there are no provisions for offline courses that include hands-on experience sessions.

- The complete dismantling of offline courses will mean that the HRDCs (Human Resource Development Centres) will be shut down in due course of time.

5.3 II. Assistant Professor (Academic Level 11 to Academic Level 12)

ii. A Ph.D. Degree in the relevant/allied discipline.

In section 3.12 and 5.3.II, III, IV, there is a Ph. D qualification requirement for promotion from Assistant Professor (Academic Level 11 to Academic Level 12), Associate Professor (Level 13A) and Professor (Level 14) in universities and colleges.

Prescribing identical qualifications for appointment and Career Advancement in Universities and Colleges is not acceptable. In Colleges, the teachers have to perform 40 hours of work in addition to the examination and admission-related duties.

In Colleges, the teachers are expected to do more teaching compared to university teachers and research work can be performed in the remaining time only. In this background, the requirement of Ph.D. for Assistant Professor (Level 12) and Associate Professor (Level 13A) should be removed in respect of college Teachers.

Suitable modifications be done in 3.12, 5.3 II and 5.3 III removing the Ph.D. requirement.

PAPER PUBLICATION FOR COLLEGE TEACHERS

Eligibility Criteria for Professorship and Colleges

As per Sec 5.3 IV, to become a professor in college, an Associate Professor is required to publish a minimum of ten publications in peer-reviewed journals out of which three should have been published during the assessment period. Considering the heavy teaching responsibilities in colleges, research publications are not made mandatory for college teachers up to the level of Associate professor (Level 13A).

But to become a professor, an Associate professor should have published 10 research publications which is on par with university teachers CAS to professorship. When there is a vast difference in the nature of work performed by university and college teachers, prescribing the same amount of research work for college teachers on par with university teachers is not only unfair but also impracticable.

Universities and Colleges differ in several aspects which include, available infrastructure, number of students to be handled, working environment, inter-university contacts etc. Hence the professorship in colleges should be granted under CAS without insisting upon the research publications. Section 5.3 IV (iv) is unworkable and hence be deleted.

5.6 DATE OF ELIGIBILITY FOR PROMOTION:

2. When a candidate succeeds in an assessment, his/her promotion shall be effected as Detailed below:

3. If the assessment is between 1st January and 30th June of a year, promotion shall be granted from 1st July of the year.

Sec 7.0 deals with the Principals. It proposes two cadres of Principals namely, UG College Principal (Level 13A) and PG College Principal (Level 14). The responsibilities of the Principal in UG and PG colleges are one and the same.

(See Para 7 of AIFUCTO Letter 29.01.2025)

This provision is drafted as if the education is on the Union list. The constitution confers the right to establish & administer a university with the state government.

(See Para 11 of AIFUCTO Letter 29.01.2025)

4. If the assessment is between 1st July and 31st December of a year, promotion shall be granted from 1st January of the following year.

Granting CAS on Due Date

Sec 5.6 under the caption "Date of Eligibility for promotion" states that when a candidate succeeds in an assessment and if the assessment is between 1st January and 30th June of a year, promotion shall be granted from 1st July of the year. If the assessment is between 1st July and 31st Dec of a year, promotion shall be granted from 1st January of the following year. So far, the promotion is granted from the due date irrespective of the assessment date. This clause effectively nullifies the promotion of a teacher on the due date.

When a promotion/CAS is based on the minimum number of years, the due date is very crucial. Moreover, the assessment date cannot coincide with the due date. Further serious discrimination will erupt due to this clause. Additionally, this approach would affect the faculty's annual increment date.

Because of this clause, no teacher will be granted CAS from the due date and also the management will misuse this provision to victimise the teachers. Hence, this clause should be replaced with the existing clause (in Regulation 2018) granting promotion/CAS from the due date irrespective of the assessment date.

5.7. II. For Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Additional Librarian and Additional Director of Physical Education and Sports (Academic Level 14) in the colleges shall be the following:

Retention of Screening cum Evaluation Committee

• In Sec 5.7 I & II the selection committee compositions are given for CAS in universities and colleges respectively. Both committees are in a similar line. Further, for both Direct recruitment and CAS, the same committees are proposed. In Regulation 2018, screening cum-evaluation committee is empowered to grant the CAS up to Academic Level 12. The granting of CAS to level 13A and 14 is done by the selection committee.

• The Screening-cum-evaluation committee is dispensed with in this draft regulation. When the criteria for every CAS stage are well-defined the screening-cum-evaluation committee is more suitable than the selection committee.

• The criteria like the number of years of requirement, attendance of refresher/orientation courses, the requirement of Ph.D. degree (wherever applicable) and the various areas of notable contributions and requirements of research publications were already well defined under each section.

• Further, selection is required where the number of available posts is less than the number of candidates contesting for the post, as in the case of direct requirement.

• In CAS promotion, where all teachers who fulfil certain minimum requirements are to be promoted. What is required is only the screening process to ensure that the minimum requirement has been fulfilled. The screening committee should be a body of experts in which management need not be represented. Protection from likely harassment by management is extremely important to ensure the academic autonomy of the individual teacher.

• Hence suitable modifications be done empowering the screening-cum- evaluation Committee to grant CAS for all levels in colleges.

7.0. Minimum Qualifications, Experience, Accomplishments, Tenure, Selection Committee and Selection Procedure for the appointment of Principal (for U.G. College Academic level 13-A, and for P.G. College- Academic level -14)

Retaining Single Cadre Principal ship in Professor Grade

Sec 7.0 deals with the Principals. It proposes two cadres of Principals namely, UG College Principal (Level 13A) and PG College Principal (Level 14). The responsibilities of the Principal in UG and PG colleges are one and the same.

Considering all the aspects of the Principal ship, earlier regulations prescribed only one cadre of Principals in level 14 irrespective of UG or PG colleges. Hence re-introduction of two cadres of Principal is unwarranted and creates confusion. Hence single cadre of Principal in level 14 (professor Grade) be retained (as in Regulation 2018)

7.3 SELECTION PROCEDURE AND SELECTION

Considering all the aspects of the Principal ship, earlier regulations prescribed only one cadre of Principals in level 14 irrespective of UG or PG colleges. Hence re-introduction of two cadres of Principal is unwarranted and creates confusion. Hence single cadre of Principal in level 14 (professor Grade) be retained (as in Regulation 2018)

(See Para 7 of AIFUCTO Letter 29.01.2025)

The state govt should be taken into confidence when any deficiencies are found in any of the state Universities. The Unilateral action of UGC without taking into confidence the state government entails the very right of the democratically elected state governments.

(See Para 11 of AIFUCTO Letter 29.01.2025)

COMMITTEE:

The Selection of the Principal shall be through an all-India newspaper advertisement and by a duly constituted Selection Committee as per the provisions made under these regulations.

- This provision to issue an all-India advertisement will only increase the expenses for the Higher Education Institution (HEI) in the direct recruitment process.

- In the present communication era, advertisements posted on a website are tantamount to all India advertisements.

CONTRACT SERVICE

8.0. Appointments on Contract Basis The teachers may be appointed against the vacant sanctioned faculty positions on a contract basis for a maximum period of six months, only when it is essential. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed total emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made for more than one academic session and may be renewed after review for another academic session.

In Section 8.0, the terms for the appointment of teachers on a contract basis are given. The appointment of teachers on a contract basis goes against the settled norms and conventions in the field of higher education. The appointment of teachers should be done only on a regular basis. As the teacher has to invest many years of study before becoming qualified to be a teacher, such contract appointments will dampen the enthusiasm of the young and upcoming generations to become teachers.

9.0. PROFESSOR OF PRACTICE:

HEIs may engage experts/professionals/practitioners from industries/other professions for teaching and research. The engagement of the Professor of Practice will be exclusive of the sanctioned posts. The number of Professors of

Practice in a HEI, at any point in time, should not exceed 10% of the sanctioned posts in a HEI. The provisions given in the UGC Guidelines for engaging Professors of Practice in HEIs shall be applicable with regard to tenure, selection procedure, duties and responsibilities, etc.

In section 9.0, it is stated that the HEIs could engage experts/ professionals/ practitioners from industries/ other professions for teaching and research. We completely oppose this provision. This may lead to a dilution in the academic standards and persons not connected with the teaching profession may enter the profession. This will lead to an overall decline in standards.

10.0 Minimum Qualifications, Experience, Accomplishments, Selection Committee, and Selection Procedure for the Appointment of Vice Chancellor in Universities. (iii) at a senior level in industry, public administration, public policy and/ or public sector undertakings, with a proven track record of significant academic or scholarly contributions,

Sec 10 deals with the qualifications, experience, accomplishments, selection committee and selection procedure for the appointment of Vice-Chancellor in Universities.

As per the earlier regulations, 2010 and 2018, the vice-chancellor to be appointed should be a distinguished academician with academic excellence and should have exposure to the higher education system in the country and abroad and adequate experience in academic and administrative governance.

In contrast, the present draft paves the way for the appointment of Industrialists, bureaucrats and officers of the public sector undertaking as vice-chancellor. This is not only highly detrimental to the higher education system but also industrialise and commercialise universities.

The industrialists, bureaucrats and other such persons cannot perform the role of an academician possessing high academic qualifications and experience. This is very dangerous. In the process, the universities will be converted into

In section 9.0, it is stated that the HEIs could engage experts/ professionals/ practitioners from industries/ other professions for teaching and research. We completely oppose this provision. This may lead to a dilution in the academic standards and persons not connected with the teaching profession may enter the profession. This will lead to an overall decline in standards.

(See Para 9 of AIFUCTO Letter 29.01.2025)

In contrast, the present draft paves the way for the appointment of Industrialists, bureaucrats and officers of the public sector undertaking as vice-chancellor. This is not only highly detrimental to the higher education system but also industrialise and commercialise universities.

(See Para 10 of AIFUCTO Letter 29.01.2025)

commercialised bureaucratic undertakings.

The Universities should be headed by persons of a higher level of competence, integrity, morals and institutional commitment with very high academic calibre. An academician cannot be replaced either by an industrialist or by a bureaucrat.

Academic excellence plays a vital role in a country's growth and development. Academic excellence can be brought to an institution only by academicians and not by others.

Hence the provision paving the way for the appointment of industrialists, bureaucrats and officers of the public sector undertaking be scrapped.

INFRINGEMENT ON STATE RIGHTS

The draft mandates that the search cum selection committee shall consist of

(a) A nominee of the visitor/ chancellor, who shall be the chairperson of the search cum Selection committee

(b) A nominee of the chairman, UGC

(c) A nominee of the apex body of the university such as Syndicate/Senate/Executive Council/ Board of Management/ Equivalent body of the university and the above search- cum selection committee shall be constituted by the chancellor/ visitor.

In the formation of search cum selection committee, the state governments, which establish and administer the universities, are totally ignored.

List II state list entry 32 of the constitution allows a state government to incorporate, regulate and wind up the universities on their own. Further, the land allotment, administrative expenses, salaries of faculties and other staff and construction of building and their maintenance etc are entirely met by the state government.

The name itself is a state university. Ignoring the state governments even in the formation of search cum selection committee goes against the federal nature of our country particularly when education is on the concurrent list.

In fact, in 2010 UGC regulations, the same composition of the search cum selection committee was notified. Due to the opposition from many state

governments, a consensus was arrived at and the constitution of the search committee as per the Act/ Statutes of the concerned university was allowed and notified by the 2nd amendment of the 2010 Regulations.

For the smooth selection of Vice-Chancellors, this provision should be modified in line with the 2nd Amendment of 2010 UGC Regulations to uphold the federal nature of our country.

i. the various state governments have enacted various acts for the formation of different universities in their state. Many of these acts are university-specific acts and are unique for each university.

ii. The act for each University specifies the statutes for the University. It also gives in detail the procedure to be followed for the appointment of the Vice Chancellor in the University.

iii. The State Governments have their nominee in the panel for appointment of the Vice Chancellor. The proposed regulations do not permit the State Government to appoint their nominee on the selection committee for the Governor.

iv. The proposed UGC regulations will arrogate the powers of the State Governments to have a say in the appointment of the Vice Chancellor and the functioning of the Universities.

v. The proposed regulations go against the principles of federal democracy outlined in the Indian Constitution. These regulations will undermine the autonomy of state institutions.

It is suggested that the current methodology for the appointment of the search committee and the appointment of the Vice-Chancellor be followed.

11. CONSEQUENCES OF VIOLATION OF UGC REGULATIONS

In Section 11, the consequences of violations of the UGC Regulations are prescribed. The punishments prescribed are draconian. Moreover, some of the punishment methods prescribed such as 11. a, b and d, if implemented in any HEI, will end up penalising the students more than the institution. Hence, such methods of penalising the HEIs be dropped and other methods which will penalise the HEIs without affecting the students in the HEIs may be adopted.

Sec 110 states that if any HEI violates the

The Universities should be headed by persons of a higher level of competence, integrity, morals and institutional commitment with very high academic calibre. An academician cannot be replaced either by an industrialist or by a bureaucrat.

(See Para 10 of AIFUCTO Letter 29.01.2025)

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provisions of these regulations, and the violations are established by the enquiry committee set up by the UGC, the HEI shall be

- Debarred from participating in UGC schemes
- Debarred from offering degree programs
- Debarred from offering ODL and online mode programs
- Removal from the list of HEIs maintained under Sec. 2(f) and 12B of the UGC Act, 1956 provided that UGC may take additional punitive actions as per the decision of the UGC on a case-to-case basis.

This provision is drafted as if the education is on the Union list. The constitution confers the right to establish & administer a university with the state government.

The Union government is only mandated to maintain the standards in Higher Education. Education, being in the concurrent list, the state government has every right to enact its law to administer the universities. Only when there is a conflict between central law and state law, does the central law prevail. This provision has taken away all the rights from the state governments as if education is on the Union list and also belittles the elected democratic state governments.

The state govt should be taken into confidence when any deficiencies are found in any of the state Universities. The Unilateral action of UGC without taking into confidence the state government entails the very right of the democratically elected state governments.

NEED FOR CONSULTATIVE APPROACH

It seems the draft UGC Regulations, 2025 is prepared in haste to implement various provisions of NEP, 2020 at the earliest opportunity. However many state governments are yet to start implementing the NEP2020. Several state governments are opposing various provisions of NEP,2020 fearing encroachment into the rights of the state government.

The constitution of India while conferring the right to maintain the standards of Higher Education with the union government. The power to establish and regulate the universities is vested with the state government concerned.

This itself shows that both central government and state governments should work in tandem/ consensus to promote the quality of higher education with a human face and inclusiveness.

The exercise of framing regulations which are to be uniformly implemented across the country would be more complex. Further the effective implementation of UGC regulation for ensuring uniform standards in higher education throughout the country would depend on the content and character of UGC Regulations - their desirability, usefulness, inclusiveness, feasibility and effectiveness.

Appropriate norms for ensuring quality and strategies for their implementation in different regions with wide disparities in Socio-Economic and educational infrastructure and differential local needs have to be identified. The regulations should not, therefore, be finalized in haste.

The UGC should hold joint meetings with state government representatives and other stakeholders before venturing into implementing various provisions of NEP, 2020 through regulations. Uniform Standards in higher education across the country are not ensured by promoting uniformity and conformity. What is needed is an enabling regulation that would encourage a variety of academic engagements that would spur creativity which is the hallmark of quality in higher education.

Yours sincerely,

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नुटा बुलेटीनची सुवर्ण महोत्सवी विशेषांक मालिका विशेषांक चौथा

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